

MISSOURI ECONOMIC & WORKFORCE REPORT

2025



DEPARTMENT OF
HIGHER EDUCATION &
WORKFORCE DEVELOPMENT



2025 ECONOMIC REPORT

2024 REVIEW

The 2025 Missouri Economic and Workforce Report provides a broad overview of Missouri's economy in the last year, tracking a selection of meaningful indicators intended to provide a snapshot of the state's current economic climate.

The data contained in this report largely focuses on economic activity in Missouri during the most recent complete calendar year, using a variety of the most reliable and proven economic and workforce data resources available. Typically, these high-quality sources have some lag in publication due to the sound and thorough methodologies used to ensure accurate and reliable data. Analysis of economic shifts will always rely on these key sources for the most precise representation of the economy, and Missouri will continue to monitor these indicators to assess the state's economic health. It is valuable to have a comprehensive review of the state's economy, even if some of the indicators lag.

Data for 2024 show growth for the state and U.S. economies, with an increase in gross domestic output, income, and employment across many sectors. The state's unemployment rate during 2024 and the first half of 2025 rose slightly. Despite the increase, Missouri's unemployment rate to date is still indicative of a healthy labor market balance and remains below the national average. The civilian labor force also grew during the year, with the state's labor force participation rate rising to 63.4 percent in April 2025. Statewide, Missouri's nonfarm seasonally adjusted payroll employment trended just under three million in April 2025, rising throughout the last year.

Growth in the state varies depending on region. The Ozark Region had the most rapid employment growth, while the St. Louis Region had the highest wages in 2024. The profiles in this report show the different composition of and opportunities in the regions of the state, along with regional 2022-2032 industry and occupation projections highlights.

Statewide employment is projected to grow by 4.3 percent between 2022-2032, based on the most recent projections. Industries with the largest projected growth include *Health Care and Social Assistance*; *Professional, Scientific, and Technical Services*; and *Finance and Insurance*. The occupational groups with the fastest projected growth over the 10-year period are *Computer and Mathematical*, *Healthcare Support*, and *Healthcare Practitioners and Technical* occupations.

Looking ahead, it will be important to track these and other economic indicators as shifts may occur in the national and state economy. To track the most current trends between annual reports, visit the Missouri Economic Research and Information Center website at meric.mo.gov.

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2025 ECONOMIC REPORT

SHOW ME THE FACTS

- Missouri's GDP totaled \$356.7 billion in 2024 in 2017 inflation-adjusted dollars, a 2.3 percent increase from 2023 to 2024.
- Missouri's economy grew at an annualized rate of 1.6 percent to equal \$53.04 billion in growth over the past 10 years, or a 17.5 percent GDP increase overall.
- In 2024, service-providing industries contributed 72 percent, goods-producing industries contributed 17 percent, and the government sector contributed 11 percent to the Missouri GDP.
- Per capita income in Missouri was \$64,740 in 2024, a 3.6 percent increase from 2023. In 2024, Missouri's total personal income was \$404.33 billion, a 4.2 percent increase over 2023.
- Missouri's seasonally adjusted unemployment rate in April 2025 was 3.9 percent, an increase from the last two years.
- In April 2025, 60.9 percent, or 3,031,707, of Missouri's civilian non-institutionalized population were employed and only 3.9 percent of labor force, or 124,098 were unemployed.
- Missouri's seasonally adjusted nonfarm payroll employment topped just over 2.99 million in April 2025, representing an increase of 0.1 percent, or 4,200 jobs, compared to April 2024.
- Missouri all industry employment (including both private and public sector) increased by more than 23,100 jobs from 2023 to 2024 across all industry sectors.
- All of Missouri's regions had employment growth from 2020 to 2024 except Southwest Region.
- The Ozark Region recorded the fastest employment growth (10.6%) followed by the Kansas City Region (7.7%).
- The statewide average wage in 2024 was \$63,939. The St. Louis and Kansas City regions had wages higher than the state average, at \$72,045 and \$67,464, respectively.
- The St. Louis Region is the largest, in terms of employment, with over one million employees in 2024. The Kansas City and Central regions had the next highest employment with over 570,100 and over 290,100 employees, respectively.



2025 ECONOMIC REPORT

CURRENT

TRENDS

In 2024, Missouri's economy grew by 2.3 percent compared to the previous year, as measured by gross domestic product (GDP). Nationally, GDP increased by 2.8 percent over the same period. Likewise, Missouri's nonfarm payroll employment grew in 2024 and 2025 so far. Estimates for April 2025 show nonfarm employment in the state increased by 0.1 percent year-over-year, adding 4,200 jobs. The majority of industries in Missouri grew in employment over the year.

In April 2025, Missouri's seasonally adjusted unemployment rate was 3.9 percent, which was up from 3.7 percent in April 2024, but below the national rate of 4.2 percent. Missouri's seasonally adjusted labor force totaled 3,155,805 with a civilian labor force participation rate (LFPR) of 63.4 percent. Labor force participation rates have continued to improve in the state.

All of Missouri's regions had employment growth from 2020 to 2024 with the largest growth in Ozark region at 10.4 percent.

In this annual review of the Missouri economy, changes in gross state product, personal income, civilian labor force, unemployment, and employment are analyzed for the current period and more broadly over the last five to 10 years.

Moreover, in this review, special attention is paid to economic regions within Missouri and their diverse workforce and economies.

IN APRIL 2025, MISSOURI'S
SEASONALLY ADJUSTED
UNEMPLOYMENT RATE WAS
3.9 PERCENT AND BELOW THE
NATIONAL RATE OF 4.2 PERCENT.

2025 ECONOMIC REPORT

MISSOURI

ECONOMY OVERVIEW



GROSS DOMESTIC PRODUCT (GDP)

Gross Domestic Product (GDP) is the broadest measure of economic activity. GDP measures the value of the final goods and services produced in a region without double counting the intermediate goods and services used up to produce them. Gross Domestic Product by State (GSP) is a synonym of GDP for states, and it measures the value-added from industries in that state for a particular period. In 2024, Missouri's real inflation-adjusted GDP was \$356.7 billion (in 2017 chained dollars), a 2.3 percent increase from 2023. Nationally, inflation-adjusted GDP was \$23.3 trillion, an increase of 2.8 percent over the same period.

All eight neighboring states of Missouri experienced an increase in real GDP from 2023 to 2024. Arkansas, Kentucky, and Tennessee had percent increases greater than Missouri while Illinois, Kansas, Nebraska, and Iowa had slower growth. Oklahoma and Missouri had a similar percent increase in GDP from 2023 to 2024. The compound annual growth rate for real GDP in Missouri for the last five years (2020-2024) was 3.1 percent.

Missouri grew at an annualized rate of 1.6 percent to equal \$53.04 billion in growth over the past 10 years, or a 17.5 percent GDP increase overall.

Several industry sectors experienced a positive GDP growth in the 10-year period from 2014 to 2024. The greatest compound annual growth rate in the past 10 years was in the *Professional and business services* industry with a 3.6 percent compound annual growth rate. Other 10-year top trends included a compound annual growth rate in *Information* at 3.5 percent; *Retail trade* at 3.5 percent; *Educational services, health care, and social assistance* at 2.7 percent; and *Construction* at 2.7 percent.

In the past year, most industry sectors experienced growth except *Transportation and warehousing*, *Other Services*, and *Agriculture, forestry, fishing and hunting*. The *Mining, quarrying, and oil and*

gas extraction industry had the largest yearly growth at 24.2 percent. *Retail trade* increased by 11.0 percent, followed by *Construction* (5.9 percent); *Educational services, health care, and social assistance* (4.3 percent); and *Manufacturing* (2.9 percent). The largest negative yearly growth was in *Agriculture, forestry, fishing and hunting* at -23.8 percent.

In 2014, Missouri produced \$266.64 billion in private industries, whereas in 2024, Missouri produced \$318.35 billion in private industries. In 2024, services providing industries contributed 72 percent of GDP, goods producing industries contributed 17 percent, and the government sector contributed 11 percent to Missouri's GDP. In the U.S., in 2024, services providing industries contributed 73 percent, goods-producing industries made up 16 percent, and the government sector contributed 11 percent to GDP.

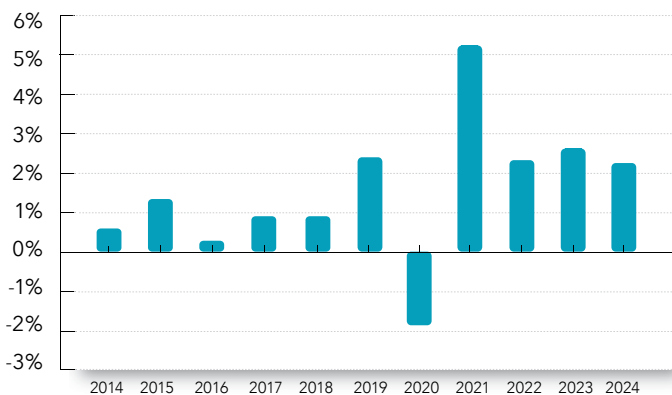
In 2024, of the services providing industry, the *Real state, rental and leasing sector* contributed 12.4 percent in the state's GDP while *Educational services* contributed 1.2 percent. In the goods-producing industry, *Manufacturing* contributed 11.9 percent and *Mining, quarrying, and oil and gas extraction* contributed 0.3 percent to Missouri's GDP.

Gross Domestic Product by metropolitan statistical area (MSA) measures the percentage of contribution by MSA to Missouri's total GDP. In 2023, the highest real GDP contribution was from the St. Louis, MO-IL Combined MSA (\$184.76 billion), followed by the Kansas City, MO-KS MSA (\$152.82 billion), and the Springfield, MO MSA (\$22.60 billion). The St. Louis and Kansas City MSAs do cross state boundaries, with only a portion of the GDP attributed to each state.

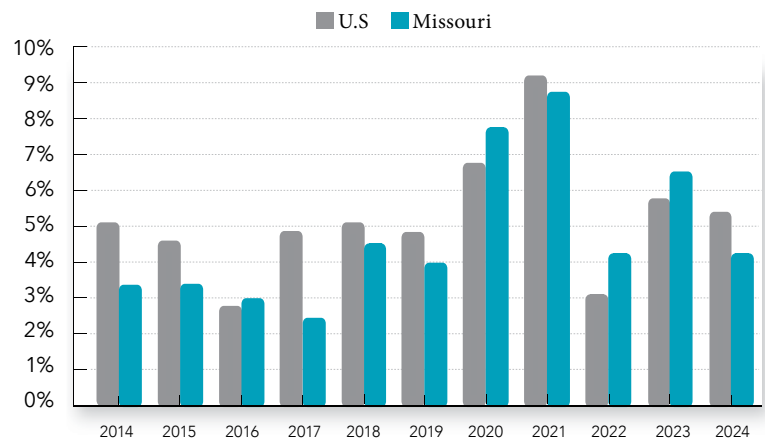
By county, St. Louis County was the leading contributor to Missouri's GDP in 2023 at \$91.85 billion, followed by Jackson County (\$51.27 billion), St. Louis City (\$31.98 billion) and St. Charles County (\$20.41 billion).

Personal Income Annual Growth Rate

Missouri Real Gross State Product Annual Growth Rate



SOURCE: U.S. BUREAU OF ECONOMIC ANALYSIS, REAL GDP IN 2017 CHAINED DOLLARS



SOURCE: U.S. BUREAU OF ECONOMIC ANALYSIS, PERSONAL INCOME

MISSOURI OVERVIEW

TOTAL PERSONAL INCOME

Total personal income includes the wages and salaries of workers and other income received such as dividends, interest, rent, and transfer payments. Incomes are reported before the deduction of taxes.

Transfer payments are monies paid out by the government to individuals through Social Security, disability insurance, Medicare, unemployment insurance compensation, veterans' benefits, education and training assistance programs (such as Pell Grants), and low-income assistance benefits.

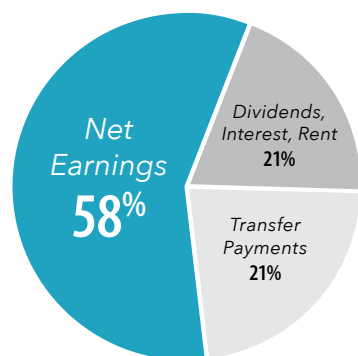
In 2024, Missouri's total personal income was \$404.33 billion, a 4.2 percent increase over 2023. The nation's personal income increased by 5.4 percent to \$24.63 trillion. California led the nation in total personal income, exceeding \$3.37 trillion. Texas, New York, Florida, and Illinois were also in the top five states for total personal income.

Among surrounding states, Tennessee had the largest percent increase (5.8%) in personal income from 2023 to 2024. Total personal income in Kentucky increased by 5.3 percent over the year, followed by Oklahoma (4.6%), Arkansas (4.2%), Kansas (4.0%), Illinois (4.0%), Iowa (2.4%), and Nebraska (2.1%).

Net earnings accounted for 58 percent of Missouri personal income in 2024. Transfer payments accounted for 21 percent and dividends, interest, and rent accounted for 21 percent. In the U.S., 61.3 percent of personal income was accounted for by net earnings, 18.4 percent by transfer payments, and 20.3 percent by dividends, interest, and rent.

St. Louis County had the highest personal income in the state in 2023 with \$99.84 billion, a 6.9 percent increase from 2022. Jackson County (\$41.33 billion) and St. Charles County (\$29.04 billion) had the next highest personal income, and a 5.8 percent and 7.8 percent increase from 2022 respectively. Monroe County had the largest percent increase in personal income, with 12.2 percent increase over 2022. Sullivan County (10.1%), St. Clair (9.7%), and Hickory County (9.7%) also had large percent increases.

Missouri Components of Personal Income



Component Totals:
\$404.33 Billion

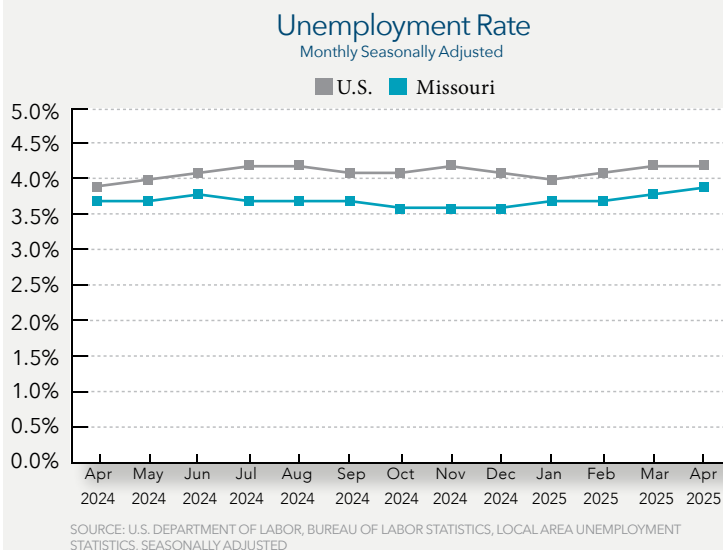
SOURCE: U.S. BUREAU OF ECONOMIC ANALYSIS, 2024

Per capita personal income is a rough indicator of the economic well-being of an area's residents. Per capita personal income is total personal income divided by total midyear population. The per capita personal income in Missouri in 2024 was \$64,740, a 3.6 percent increase from 2023. Nationally, per capita income was \$72,425, a 4.3 percent increase over the previous year. In this analysis, per capita income is presented in nominal dollars, which means it has not been adjusted for inflation. While the state's per capita income is lower than the national average, so is the cost of living. In 2024, Missouri ranked sixth in the lowest cost of living among all states.

In 2023, St. Louis County had the highest per capita income in the state at \$101,151, followed by Platte County (\$73,531), St. Charles County (\$69,693), St. Louis City (\$63,316), and Holt County (\$63,237).

UNEMPLOYMENT

The unemployment rate measures the number of persons out of work but actively seeking employment relative to the civilian labor force. The seasonally adjusted unemployment data over last 12 months (April 2024 to April 2025) shows a stable trend in the unemployment rates both in the U.S. and in Missouri. In Missouri, the unemployment rate ranged between 3.6 and 3.9 percent over the last 12 months while in the U.S. it ranged from 3.9 to 4.2 percent. An unemployment rate of 3 to 5 percent is considered healthy for the economy.



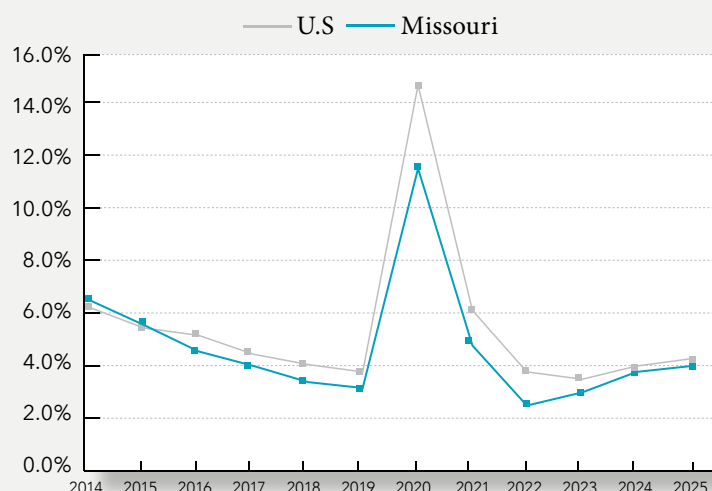
During 2022, Missouri's unemployment rate reached the lowest rate in the history of the series since collection began in 1976. The unemployment rate has increased, but remains low, indicating a fairly balanced labor market.

As of April 2025, the nation's seasonally adjusted unemployment rate was 4.2 percent, an increase from April 2024 (3.9%) and April 2023 (3.4%). Similarly, Missouri's seasonally adjusted unemployment rate in April 2025 was 3.9 percent, an increase from April 2024 (3.7%) and from April 2023 (2.9%).

MISSOURI OVERVIEW

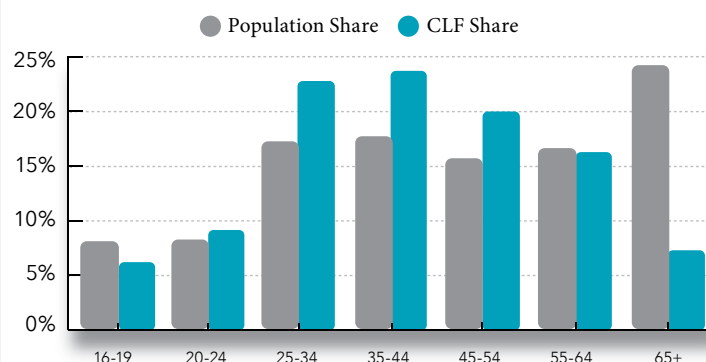
Unemployment Rate

Month of April, Year-Over-Year
Seasonally adjusted Unemployment Rate



SOURCE: U.S. DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS, LOCAL AREA UNEMPLOYMENT STATISTICS

Missouri Population and Labor Force by Age Cohort



SOURCE: U.S. BUREAU OF LABOR STATISTICS, LOCAL AREA UNEMPLOYMENT STATISTICS, EMPLOYMENT STATUS, JANUARY 2024-DECEMBER 2024 (BASED ON CPS)

Missouri's LFPR reached the highest peak of close to 70 percent in late 1990's to early 2000's. This rate has been declining steadily since 2002, staying close to 64 percent in 2018, 2019, and 2020. Recently, Missouri's LFPR has averaged just above 63 percent, reaching 63.4 percent in April 2025. Missouri's LFPR has been higher than the national average for more than a decade.

CIVILIAN LABOR FORCE

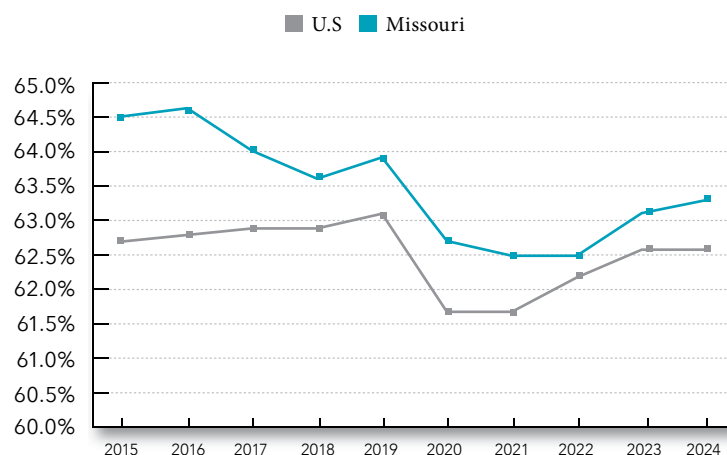
The civilian labor force is defined as the number of non-institutionalized persons aged 16 years and older who are either gainfully employed or are unemployed but actively seeking work. The civilian labor force in Missouri totaled over three million in 2024. In 2024, Missouri's seasonally adjusted labor force totaled 3,131,182 with a civilian labor force participation rate (LFPR) of 63.3 percent. The LFPR is the ratio of the civilian labor force to the population.

In April 2025, 60.9 percent, or 3,031,707, of Missouri's civilian non-institutionalized population were employed and only 3.9 percent of labor force, or 124,098 were unemployed. The remaining portion of the population were either not seeking work or have exited the workforce.

According to data from the U.S. Bureau of Labor Statistics (BLS), in 2024, the 35 to 54 age cohort comprised 31.2 percent of Missouri's population and 42.3 percent of its civilian labor force. The 65+ age cohort made up 23.1 percent of the population and 6.5 percent of the civilian labor force.

The national LFPR peaked in the 1990s at 67 percent, where it seemed to stabilize. However, since 2001 the LFPR has been falling, staying at 62 percent in 2022 and above 62.5 percent in most of 2023 and early 2024.

Civilian Labor Force Participation Rates



SOURCE: U.S. BUREAU OF LABOR STATISTICS, LOCAL AREA UNEMPLOYMENT STATISTICS

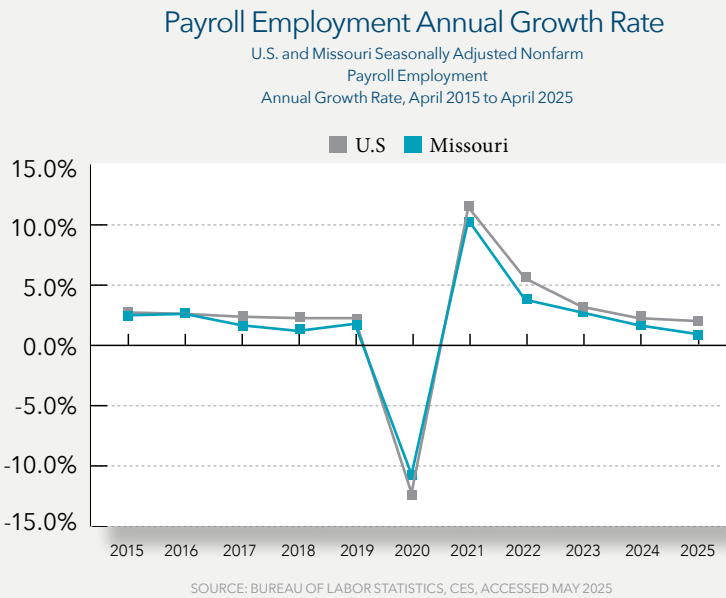
MISSOURI OVERVIEW

NONFARM PAYROLL EMPLOYMENT

Nonfarm payroll employment is the estimate of employment in the nonagricultural sector of the economy. In April 2025, national nonfarm payroll employment totaled more than 159.5 million. This was an increase of 1.2 percent compared to April 2024, representing more than 1.88 million jobs.

Statewide, Missouri's seasonally adjusted nonfarm payroll employment topped just over 2.99 million in April 2025, representing an increase of 0.1 percent, or 4,200 jobs, compared to April 2024. Missouri nonfarm employment followed a similar trend as the U.S.

Not seasonally adjusted annual data shows that from 2023 to 2024, there was 2.09 million nonfarm payroll employment gains (1.3%) nationally and 20,000 (1.6%) in Missouri.

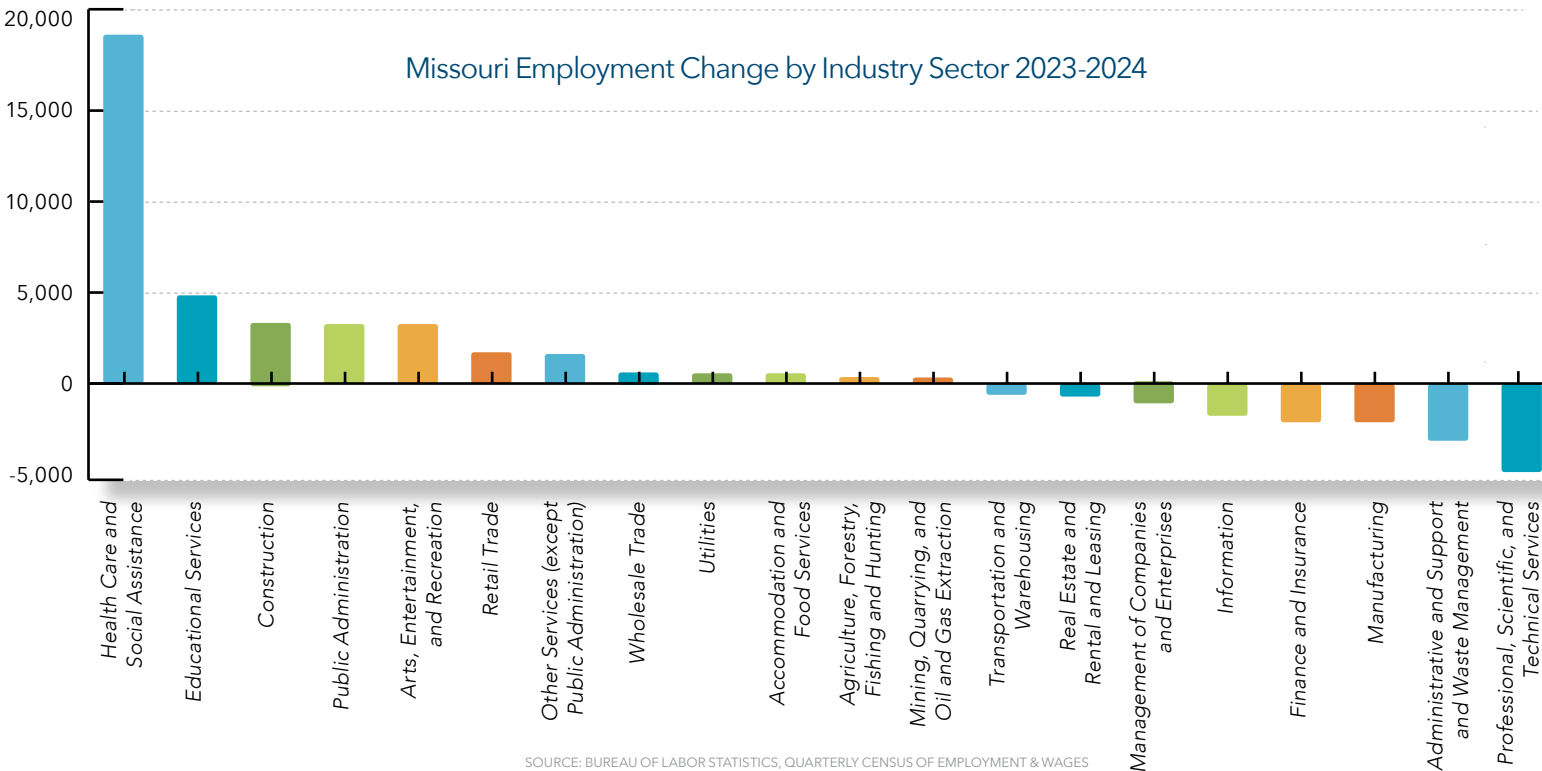


EMPLOYMENT CHANGE BY INDUSTRY

Employment change by industry identifies the types of jobs being created within industries in the state. An increase in the employment indicates a greater need within that industry sector; however, some industries behave more cyclically, growing during economic expansion and decreasing in times of economic slowdown or contraction. An increase or decrease in the industry employment not only helps in identifying the types of occupational job changes that are occurring within the industrial sectors but also in highlighting the industries that are expanding or hiring.

The annual change in employment from 2023 to 2024 shows growth in some industries with declines in others. Missouri all industry employment (including both private and public sector) increased by more than 23,100 jobs from 2023 to 2024 across all industry sectors. *Health Care and Social Assistance* (18,713); *Educational Services* (4,778); *Construction* (3,350); *Public Administration* (3,307); and *Arts, Entertainment, and Recreation* (3,272) were the top five industry sectors in terms of employment gains.

Eight industry sectors had employment declines over the year. The *Professional, Scientific, and Technical Services* industry sector had the greatest employment decline between 2023 and 2024, decreasing by more than 4,500.



MISSOURI OVERVIEW

LARGEST GROWTH INDUSTRIES

Projected growth by industry help identify future employment needs for an area. Projections indicate that the largest numerical employment growth in Missouri between 2022 and 2032 will be in the *General Medical and Surgical Hospitals; Individual and Family Services; Computer Systems Design and Related Services; Warehouse Clubs, Supercenters, and Other General Merchandise Retailers; and Management of Companies and Enterprises*.

MISSOURI INDUSTRIES WITH THE LARGEST PROJECTED GROWTH 2022-2032				
INDUSTRY	EMPLOYMENT		CHANGE 2022-2032	
	2022 EST.	2032 PROJ.	NUMERIC	PERCENT
<i>General Medical and Surgical Hospitals</i>	143,053	158,027	14,974	10.5%
<i>Individual and Family Services</i>	68,719	78,731	10,012	14.6%
<i>Computer Systems Design and Related Services</i>	45,013	54,889	9,876	21.9%
<i>Warehouse Clubs, Supercenters, and Other General Merchandise Retailers</i>	57,209	66,065	8,856	15.5%
<i>Management of Companies and Enterprises</i>	59,607	65,380	5,773	9.7%
<i>Specialty (except Psychiatric and Substance Abuse) Hospitals</i>	15,226	20,915	5,689	37.4%
<i>Restaurants and Other Eating Places</i>	203,397	208,912	5,515	2.7%
<i>Warehousing and Storage</i>	25,020	29,191	4,171	16.7%
<i>Agencies, Brokerages, and Other Insurance Related Activities</i>	33,567	37,511	3,944	11.8%
<i>Semiconductor and Other Electronic Component Manufacturing</i>	8,420	11,802	3,382	40.2%

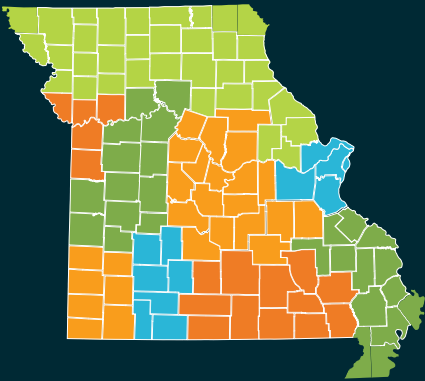
SOURCE: MERIC INDUSTRY PROJECTIONS, 2022-2032

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated by Lightcast™, a variety of occupations have had a high number of job postings in the state from May 1, 2024 to April 30, 2025. *Registered Nurses* had the most online job postings in any category during the last year.

OCCUPATION TITLE	ONLINE JOB POSTINGS
NOW OCCUPATIONS	
<i>Retail Salespersons</i>	19,070
<i>Customer Service Representatives</i>	11,450
<i>Home Health and Personal Care Aides</i>	8,680
<i>Laborers and Freight, Stock, and Material Movers, Hand</i>	8,460
<i>Janitors and Cleaners</i>	7,260
NEXT OCCUPATIONS	
<i>Heavy and Tractor-Trailer Truck Drivers</i>	17,060
<i>First-Line Supervisors of Retail Sales Workers</i>	14,060
<i>Maintenance and Repair Workers, General</i>	10,210
<i>Sales Representatives, Wholesale and Manufacturing</i>	9,630
<i>Licensed Practical and Licensed Vocational Nurses</i>	9,500
LATER OCCUPATIONS	
<i>Registered Nurses</i>	52,400
<i>Medical and Health Services Managers</i>	7,900
<i>Software Developers</i>	7,620
<i>General and Operations Managers</i>	7,230
<i>Computer Occupations, All Other</i>	6,610

SOURCE: LIGHTCAST™, ONLINE JOB ADS FROM MAY 1, 2024 TO APRIL 30, 2025



2025 ECONOMIC REPORT

REGIONAL

ANALYSIS

Missouri has a diverse economy that varies by geography, natural resources, and population. The following section analyzes the various regional economies that contribute to Missouri's economy. The state is divided into nine regions. These regions were developed using the Workforce Development Areas created by the Workforce Investment Act of 1998 and continued with the Workforce Innovation and Opportunity Act of 2014. For a list of the economic regions used in this analysis and the counties that make up those regions, see the Appendix.

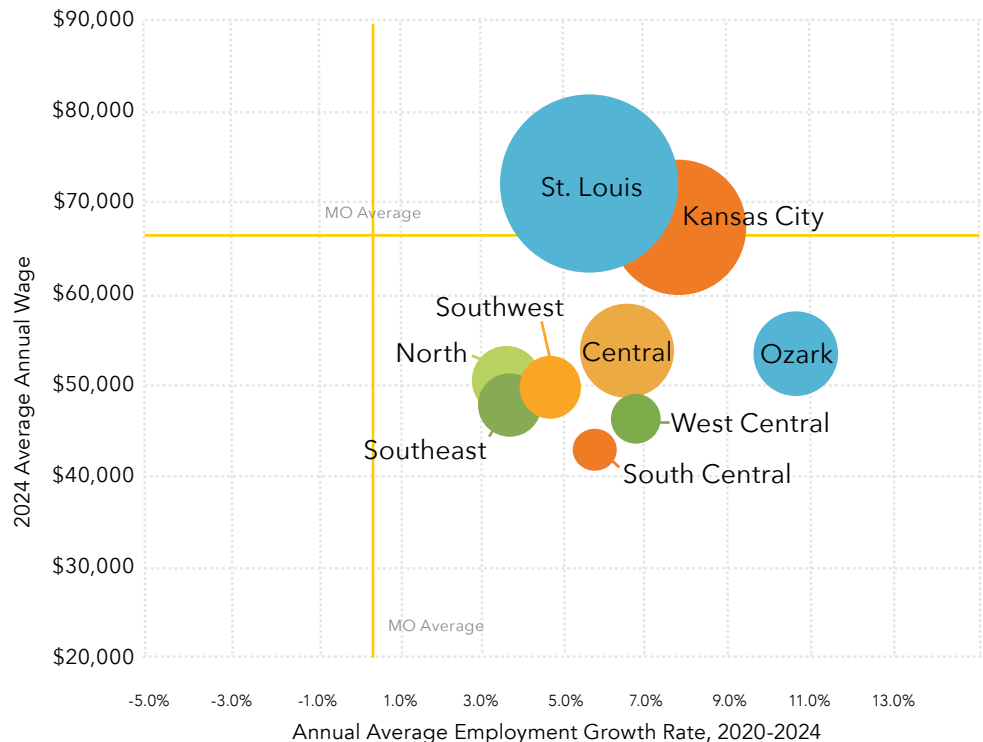
In a snapshot overview of the variations among Missouri's regions, the following graph provides information on the total employment (size of the bubble), employment growth percentage (horizontal axis), and average annual wage (vertical axis) within each region. When comparing 2024 to 2020, all regions show a positive employment growth. From 2020 to 2024, the Ozark region recorded the largest employment growth (10.6%) followed by the Kansas City region (7.7%). From 2023 to 2024, the Kansas City region grew in employment with a 1.3 percent growth rate while the Southwest region declined by 0.3 percent. Statewide, the employment growth was 8.3 percent from 2020 to 2024 and 0.8 percent from 2023 to 2024.

The statewide average wage in 2024 was \$63,939. The St. Louis and Kansas City regions had wages higher than the state average, at \$72,045 and \$67,464, respectively. The St. Louis Region is the largest, in terms of employment, with over one million employees in 2024. The Kansas City and Central regions had the next highest employment with over 570,100 and over 290,100 employees, respectively.

Missouri Regional Economic Profiles 2024

Missouri	2,898,264
Central	290,129
North	570,169
Ozark	173,350
South Central	255,796
Southeast	60,554
Southwest	139,652
Kansas City	113,531
St. Louis	1,069,599
West Central	86,750

Regional Comparison 2024



SOURCE: U.S. BUREAU OF LABOR STATISTICS, QUARTERLY CENSUS OF EMPLOYMENT AND WAGES (QCEW), 2024

2025 ECONOMIC REPORT

CENTRAL REGION



The Central Region is comprised of 19 counties in the center of Missouri. This region is home to several cities including Columbia, Mexico, Rolla, Camdenton, Lebanon, and the state capital, Jefferson City.

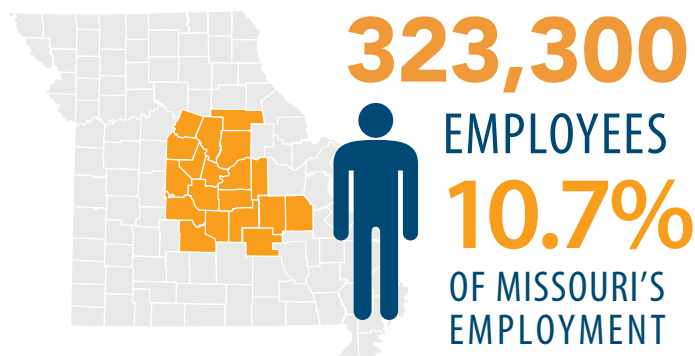
The Central Region workforce had more than 323,300 employees in 2024, making up 10.7 percent of Missouri's employment. In 2024, about 50.3 percent of the workforce was female and 49.7 percent was male, while the Missouri average was 50.1 percent female and 49.9 percent male workers in the workforce. The regional average unemployment rate in 2024 was 3.5 percent, compared to 3.7 percent for Missouri and 4.0 percent for the nation.

The workforce is getting older in the Central Region, a trend continuing throughout Missouri and the U.S. In 2024, 23.0 percent of the workforce was age 55 or older, up from 19 percent a decade earlier. It was 23.5 percent for Missouri and 24.1 percent for the nation.

For the region, 12.0 percent of the workforce was non-white and 3.8 percent was Hispanic or Latino. This compares to the state averages of 18.1 percent non-white and 5.1 percent Hispanic or Latino.

In the Central Region, 6.6 percent of the region's population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 7.4 percent and the U.S. was at 23.8 percent.

The Central Region has a slightly higher percentage of the population with a disability compared to the state and nation. For the Central Region, 14.1 percent of the population has a disability compared to 12.6 percent in Missouri and 10.7 percent in the U.S.



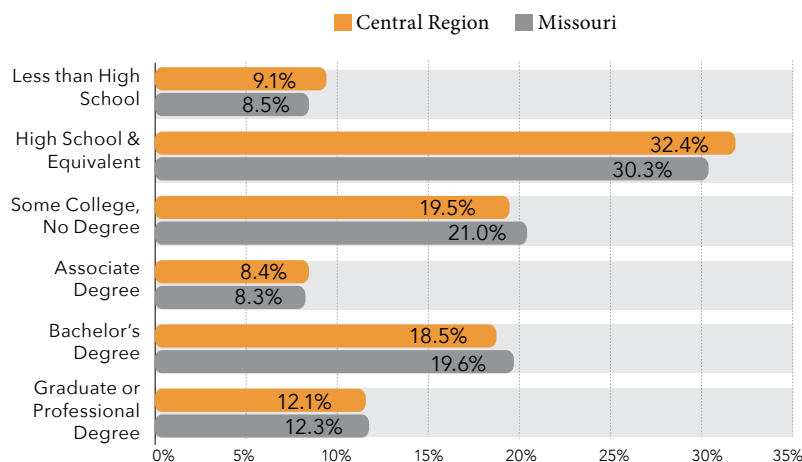
Workforce Demographics

	Central Region	Missouri	United States
Average Monthly Employment in 2024	323,329	3,016,886	161,346,000
Average Unemployment Rate in 2024	3.5%	3.7%	4.0%
Male	49.7%	49.9%	51.2%
Female	50.3%	50.1%	48.8%
Non-White	12.0%	18.1%	24.9%
Hispanic or Latino	3.8%	5.1%	18.3%
Ages 55 and Older	23.0%	23.5%	24.1%
With Disabilities (Ages 18-64)	14.1%	12.6%	10.7%
Below Poverty Levels (Ages 18-64)	15.0%	12.1%	11.6%
Language other than English (Ages 18-64)	6.6%	7.4%	23.8%
Education of Associate Degree or Higher (25 years & Older)	39.0%	40.2%	43.8%
Veterans (Age 18-64)	5.3%	4.7%	4.2%

SOURCE: QWI 2024 Q1; PRIVATE OWNERSHIP. CENSUS 2023 ACS 5 YEARS DATA, LAUS 2024 DATA

Educational attainment rates for the Central Region are slightly behind those of the state in regard to bachelor's or advanced degrees. About 39 percent of the region's population, age 25 and older, has an associate, bachelor's, or advanced degree compared to 40.2 percent for the state, and 43.8 percent for the nation. About 9.1 percent of the region's population age 25 and older has less than high school education.

Educational Attainment



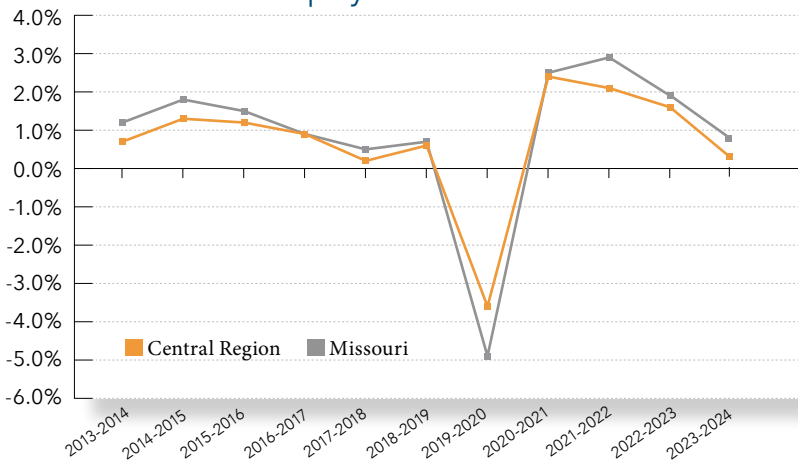
SOURCE: U.S. CENSUS BUREAU, ACS 2023 5 YEAR ESTIMATES

CENTRAL REGION

INDUSTRY ANALYSIS

The Central Region averaged more than 290,100 jobs in 2024. The region gained 0.2 percent employment from 2023 to 2024. Missouri employment increased by 0.8 percent in 2024. From 2020 to 2024, the Central Region averaged 1.3 percent compound annual growth for an overall gain of 6.5 percent. During that same period (2020-2024) Missouri's compound annual employment gain was 1.6 percent for an overall gain of 8.3 percent.

Central Employment Annual Growth Rate



SOURCE: BUREAU OF LABOR STATISTICS, QCEW

Health Care and Social Assistance was the largest industry sector in the Central Region, with over 47,000 jobs in 2024. The industry added 4,933 jobs at a compound annual growth rate of 2.2 percent since 2020. The *Retail Trade* industry continues to be one of the largest employing industries in the region with over 34,000 jobs in 2024, a gain of over 2,800 jobs since 2020.

Educational Services is another large industry with over 35,400 jobs in 2024, an increase of over 5,900 jobs since 2020. *Accommodation and Food Services* gained over 5,000 jobs at a compound annual rate of 4.1 percent from 2020 to 2024, and in the same period *Manufacturing* added 816 jobs at a rate of 0.6 percent.

Central Region Top Employing Industries

	Employment 2020	Employment 2024	Net Change	2020- 2024 CAGR	2023 Annual Wages
Health Care and Social Assistance	42,448	47,381	4,933	2.2%	\$60,900
Educational Services	29,535	35,468	5,933	3.7%	\$58,044
Retail Trade	31,134	34,011	2,877	1.8%	\$37,620
Accommodation and Food Services	23,072	28,168	5,096	4.1%	\$24,420
Manufacturing	26,300	27,116	816	0.6%	\$56,748
Public Administration	25,562	26,769	1,207	0.9%	\$53,520
Construction	12,912	14,959	2,047	3.0%	\$64,632
Finance and Insurance	10,973	11,946	973	1.7%	\$71,424
Administrative and Support and Waste Management and Remediation Services	9,567	10,659	1,092	2.2%	\$44,292
Professional, Scientific, and Technical Services	8,561	9,750	1,189	2.6%	\$70,188
Transportation and Warehousing	7,501	8,777	1,276	3.2%	\$45,972
Wholesale Trade	7,686	8,003	317	0.8%	\$72,732
Other Services (except Public Administration)	6,412	7,224	812	2.4%	\$45,876
Management of Companies and Enterprises	4,868	4,634	-234	-1.0%	\$77,856
Arts, Entertainment, and Recreation	3,580	4,232	652	3.4%	\$30,000
Information	3,487	3,507	20	0.1%	\$62,880
Real Estate and Rental and Leasing	2,901	3,128	227	1.5%	\$49,524
Utilities	2,573	3,018	445	3.2%	\$103,080
Agriculture, Forestry, Fishing and Hunting	1,131	1,536	405	6.3%	\$42,924
Mining, Quarrying, and Oil and Gas Extraction	597	593	-4	-0.1%	\$74,808

SOURCE: LEHD QWI, 2020-2024 QUARTER 2 DATA, LEHD QWI 2023 ANNUAL AVERAGE FOR WAGES. ALL OWNERSHIP

LOCATION QUOTIENT

To understand the major industries within a region, an analysis of industry concentration or clustering can be useful. The Location Quotient (LQ) describes the concentration of an industry in a geographic region, in relation to the nation, with 1.0 being the national average. Industries with higher than 1.0 LQ indicate a concentration.

The Central Region has higher concentrations in *Gasoline Stations and Fuel Dealers*; *Credit Intermediation and Related Activities*; *Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers*; *General Merchandise Retailers*; and *Building Material and Garden Equipment and Suppliers*.



HIGHEST 2024
LQ 2.1

GASOLINE STATIONS AND FUEL DEALERS

2024 Central Region Location Quotients

Industry	Employment	Location Quotient
Gasoline Stations and Fuel Dealers	4,112	2.1
Credit Intermediation and Related Activities	7,760	1.6
Sporting Goods, Hobby, Musical Instrument, , Book, and Miscellaneous Retailers	4,397	1.6
General Merchandise Retailers	8,523	1.4
Building Material and Garden Equipment	3,538	1.4
Motor Vehicle and Parts Dealers	4,992	1.3
Animal Production and Aquaculture	590	1.2
Transit and Ground Passenger Transportation	968	1.1
Wood Product Manufacturing	838	1.1
Food Services and Drinking Places	24,753	1.1
Printing and Related Support Activities	721	1.1
Nonmetallic Mineral Product Manufacturing	830	1.1
Nursing and Residential Care Facilities	6,489	1.0
Accommodation	3,733	1.0
Repair and Maintenance	2,716	1.0

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QUARTERLY CENSUS OF EMPLOYMENT AND WAGES, 2024

CENTRAL REGION

Projected growth in industries helps to identify future employment needs for an area. Projections indicate that the largest industry growth in the Central Region between 2022-2032 will be in *Educational Services; Food Services and Drinking Places; Administrative and Support Services; Local Government, Excluding Education and Hospitals; Management of Companies and Enterprises; and Ambulatory Health Care Services.*

Central Region Largest Growth Industries 2022-2032

	Employment 2022	Employment 2032	Change 2022-2032 Numeric	Change 2022-2032 Percent
Educational Services	31,763	34,447	2,684	8.5%
Food Services and Drinking Places	25,231	27,023	1,792	7.1%
Administrative and Support Services	8,717	10,175	1,458	16.7%
Local Government, Excluding Education and Hospitals	11,099	12,172	1,073	9.7%
Management of Companies and Enterprises	4,208	5,190	982	23.3%
Ambulatory Health Care Services	10,524	11,444	920	8.7%
Credit Intermediation and Related Activities	8,569	9,433	864	10.1%
Social Assistance	7,577	8,373	796	10.5%
Computer and Electronic Product Manufacturing	1,326	2,112	786	59.3%
Hospitals	16,104	16,850	746	0.0%

SOURCE: MERIC INDUSTRY PROJECTIONS, 2022-2032

PROJECTED GROWTH BY INDUSTRY HELPS TO IDENTIFY FUTURE EMPLOYMENT NEEDS FOR AN AREA.

OCCUPATIONAL PROJECTIONS

MERIC produces occupational projections that estimates labor demand over a 10-year period. The current projections cycle projected industry and occupation employment from 2022-2032. MERIC categorizes these occupations using its Now-Next-Later method to help job seekers understand the training, education, and experience requirements for various occupations.

NOW jobs typically require short-term on-the-job training, little to no experience, and/or a high school diploma. **Now** occupations with the most projected annual openings are *Cashiers; Waiters and Waitresses; and Home Health and Personal Care Aides.* *Amusement and Recreation Attendants; Loan Interviewers and Clerks; and Tellers* are projected to be the fastest growing **Now** occupations over the next decade.

NEXT jobs typically require a non-degree certificate, associate degree, apprenticeship, some experience, or moderate- to long-term training. *Cooks, Restaurant; Miscellaneous Assemblers and Fabricators; and Nursing Assistants* are projected to have the most openings for the **Next** category of occupations. *Logging Equipment Operators; Production Workers, All Other; and Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers* are projected to be the fastest growing **Next** occupations.

LATER jobs typically require a bachelor's degree or higher. For **Later** occupations, *General and Operations Managers; Registered Nurses; and Teaching Assistants, Postsecondary* are projected to have the most openings. *Loan Officers; Substitute Teachers, Short-Term; and Middle School Teachers, Except Special and Career/Technical Education* are the fastest growing **Later** occupations.

Central Region Fastest Growing Occupations



SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032

NOTE: OCCUPATIONS WITH ANNUAL TOTAL OPENINGS OF LESS THAN 50 ARE OMITTED

CENTRAL REGION

CENTRAL REGION LONG-TERM OCCUPATIONAL PROJECTIONS BY TOP OPENINGS

OCCUPATION TITLE	2022 Estimated Employment	2032 Projected Employment	Annual Growth Openings	Annual Exits	Annual Transfers	Annual Total Openings	Median Wages
NOW OCCUPATIONS							
Cashiers	8,553	8,459	-9	818	824	1,633	\$27,403
Waiters and Waitresses	★ 5,078	5,451	37	453	636	1,126	\$29,217
Home Health and Personal Care Aides	★ 6,829	7,406	58	569	475	1,102	\$28,891
Stockers and Order Fillers	6,079	6,231	15	383	603	1,001	\$32,056
Retail Salespersons	★ 6,689	6,546	-14	434	524	944	\$30,053
NEXT OCCUPATIONS							
Cooks, Restaurant	3,480	3,731	25	246	294	565	\$30,293
Miscellaneous Assemblers and Fabricators	4,791	4,966	18	207	308	533	\$39,446
Nursing Assistants	★ 3,377	3,591	21	220	273	514	\$35,879
Heavy and Tractor-Trailer Truck Drivers	★ 4,116	4,093	-2	186	240	424	\$47,106
First-Line Supervisors of Food Preparation and Serving Workers	2,503	2,667	16	130	248	394	\$35,292
LATER OCCUPATIONS							
General and Operations Managers	★ 9,517	9,705	19	239	516	774	\$66,769
Registered Nurses	★ 6,896	7,269	37	235	146	418	\$73,759
Teaching Assistants, Postsecondary	2,204	2,392	19	131	136	286	\$31,318
Elementary School Teachers, Except Special Education	3,631	3,939	31	127	124	282	\$46,949
Managers, All Other	2,927	2,932	0	89	122	211	\$80,993

SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032 ★ DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated from May 1, 2024 to April 30, 2025 by Lightcast™ for the Central Region, jobs like *Registered Nurses*, *Retail Salespersons*, and *First-Line Supervisors of Retail Sales Workers* topped the number of online job postings in the region.

OCCUPATION TITLE	ONLINE JOB POSTINGS
NOW OCCUPATIONS	
Retail Salespersons	2,310
Customer Service Representatives	1,400
Home Health and Personal Care Aides	1,220
Secretaries and Administrative Assistants	920
Merchandise Displayers and Window Trimmers	800
NEXT OCCUPATIONS	
First-Line Supervisors of Retail Sales Workers	1,660
Heavy and Tractor-Trailer Truck Drivers	1,500
Sales Representatives, Wholesale and Manufacturing	1,230
Licensed Practical and Licensed Vocational Nurses	1,090
Maintenance and Repair Workers, General	860
LATER OCCUPATIONS	
Registered Nurses	5,440
Software Developers	1,350
Computer Occupations, All Other	1,120
Medical and Health Services Managers	1,080
General and Operations Managers	980

SOURCE: LIGHTCAST™, ONLINE JOB ADS FROM MAY 1, 2024 - APRIL 30, 2025

2025 ECONOMIC REPORT

KANSAS CITY

REGION



The Kansas City Region is comprised of five counties in the west central part of Missouri. The region is home to several cities including Kansas City and Independence.

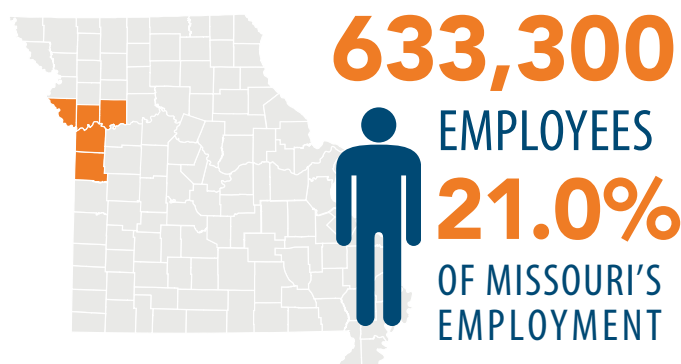
The Kansas City Region workforce had over 633,300 employees, making up 21.0 percent of Missouri's employment. In 2024, 50.5 percent of the workforce was male and 49.5 percent was female, while the Missouri average was 50.1 percent female and 49.9 percent male workers in the workforce. The regional average unemployment rate in 2024 was 3.6 percent, compared to 3.7 percent for Missouri and 4.0 percent for the nation.

The workforce is getting older in the Kansas City Region, a trend continuing throughout Missouri and the U.S. In 2024, 22.5 percent of the workforce in the region was age 55 or older, up from 19 percent a decade earlier. It was 23.5 percent for Missouri and 24.1 percent for the nation in 2024.

For the region, 20.7 percent of the workforce was non-white and 8.1 percent was Hispanic or Latino. This compares to the state averages of 18.1 percent non-white and 5.1 percent Hispanic or Latino.

In the Kansas City Region, 9.4 percent of the region's population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 7.4 percent and the U.S. was at 23.8 percent.

The Kansas City Region has a lower percentage of the population with a disability compared to the state. For the region, 11.2 percent of the population has a disability compared to 12.6 percent in Missouri and 10.7 percent in the U.S.



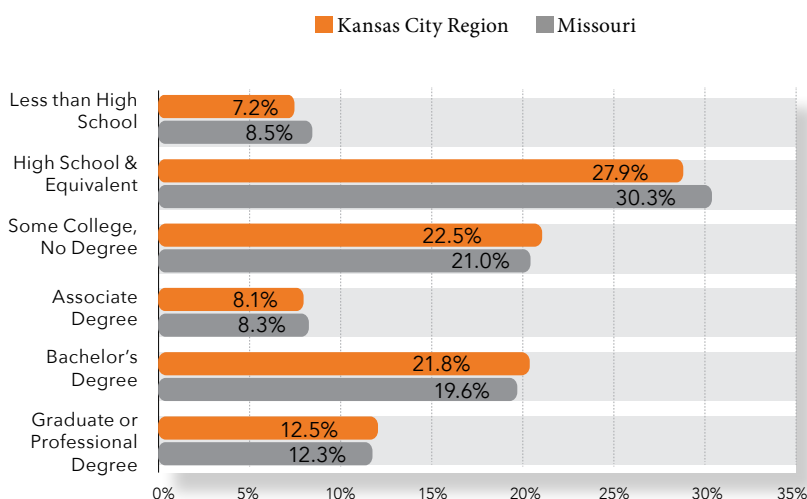
Workforce Demographics

	Kansas City Region	Missouri	United States
Average Monthly Employment in 2024	633,319	3,016,886	161,346,000
Average Unemployment Rate in 2024	3.6%	3.7%	4.0%
Male	50.5%	49.9%	51.2%
Female	49.5%	50.1%	48.8%
Non-White	20.7%	18.1%	24.9%
Hispanic or Latino	8.1%	5.1%	18.3%
Ages 55 and Older	22.5%	23.5%	24.1%
With Disabilities (Ages 18-64)	11.2%	12.6%	10.7%
Below Poverty Levels (Ages 18-64)	10.3%	12.1%	11.6%
Language other than English (Ages 18-64)	9.4%	7.4%	23.8%
Education of Associate Degree or Higher (25 years & Older)	42.4%	40.2%	43.8%
Veterans (Age 18-64)	4.8%	4.7%	4.2%

SOURCE: QWI 2024 Q1; PRIVATE OWNERSHIP. CENSUS 2023 ACS 5 YEARS DATA, LAUS 2024 DATA

Educational attainment rates for the Kansas City Region are higher than the state average for those with bachelor's or advanced degrees. About 42 percent of the region's population, age 25 and older, has an associate, bachelor's, or advanced degree compared to 40.2 percent for the state, and 43.8 percent for the nation. About 7.2 percent of the region's population age 25 and older has less than high school education.

Educational Attainment

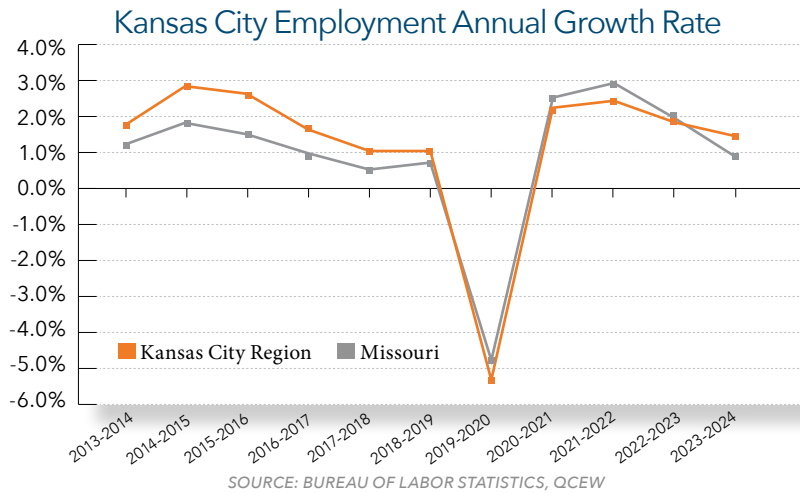


SOURCE: U.S. CENSUS BUREAU, ACS 2023 5 YEAR ESTIMATES

KANSAS CITY REGION

INDUSTRY ANALYSIS

The Kansas City Region averaged over 570,100 jobs in 2024. The region gained 7,158 jobs, an increase of 1.3 percent from 2023 to 2024. Missouri employment increased by 0.8 percent in 2024. From 2020 to 2024, the Kansas City Region averaged 1.5 percent compound annual growth for an overall gain of 7.7 percent. During that same period (2020-2024) Missouri's compound annual employment gain was 1.6 percent for an overall gain of 8.3 percent.



The *Health Care and Social Assistance* industry continued to have the highest employment in the Kansas City region, with nearly 88,000 jobs in 2024, a gain of over 5,600 jobs from 2020 to 2024, an increase of 1.3 percent compounded annually. *Retail Trade* was the second largest industry and gained over 5,300 jobs at a compound annual growth rate of 1.7 percent from 2020 to 2024.

The *Accommodation and Food Services* industry is the third largest employing industry in 2024 and added the most jobs, with a gain of 12,544 jobs since 2020. *Manufacturing* (7,839 jobs), *Transportation and Warehousing* (5,764 jobs), and *Health Care and Social Assistance* (5,611) also had large job gains. *Professional, Scientific, and Technical Services* and *Educational Services* are also among the largest industries in the region. *Management of Companies and Enterprises* lost 1,333 jobs at a compound annual rate of -2.6 percent from 2020 to 2024. *Public Administration*; *Professional, Scientific, and Technical Services*; and *Mining, Quarrying, and Oil and Gas Extraction* were the other industry sectors that decreased in employment compared to 2020.

Kansas City Region Top Employing Industries

	Employment 2020	Employment 2024	Net Change	2020- 2024 CAGR	2023 Annual Wages
Health Care and Social Assistance	82,372	87,983	5,611	1.3%	\$64,896
Retail Trade	60,723	66,074	5,351	1.7%	\$40,560
Accommodation and Food Services	44,105	56,649	12,544	5.1%	\$28,356
Professional, Scientific, and Technical Services	52,205	52,134	-71	0.0%	\$114,840
Manufacturing	44,267	52,106	7,839	3.3%	\$74,604
Educational Services	38,412	42,747	4,335	2.2%	\$49,728
Construction	28,997	34,491	5,494	3.5%	\$81,768
Administrative and Support and Waste Management and Remediation Services	30,302	30,371	69	0.0%	\$48,168
Finance and Insurance	28,408	29,255	847	0.6%	\$102,996
Transportation and Warehousing	22,907	28,671	5,764	4.6%	\$54,576
Wholesale Trade	25,578	25,997	419	0.3%	\$91,404
Other Services (except Public Administration)	15,105	17,687	2,582	3.2%	\$51,300
Arts, Entertainment, and Recreation	10,195	13,388	3,193	5.6%	\$61,812
Public Administration	13,092	12,607	-485	-0.8%	\$61,716
Information	9,681	9,997	316	0.6%	\$77,244
Management of Companies and Enterprises	10,802	9,469	-1,333	-2.6%	\$112,776
Real Estate and Rental and Leasing	8,570	9,151	581	1.3%	\$66,924
Utilities	3,242	3,356	114	0.7%	\$87,936
Agriculture, Forestry, Fishing and Hunting	710	1,202	492	11.1%	\$46,404
Mining, Quarrying, and Oil and Gas Extraction	361	328	-33	-1.9%	\$91,128

SOURCE: LEHD QWI, 2020-2024 QUARTER 2 DATA, LEHD QWI 2023 ANNUAL AVERAGE FOR WAGES. ALL OWNERSHIP

LOCATION QUOTIENT

To understand the major industries within a region, an analysis of industry concentration or clustering can be useful. The Location Quotient (LQ) describes the concentration of an industry in a geographic region, in relation to the nation, with 1.0 being the national average. Industries with higher than 1.0 LQ indicate a concentration.

The Kansas City Region has higher concentrations in *Transportation Equipment Manufacturing*; *Paper Manufacturing*; *Performing Arts, Spectator Sports, and Related Industries*; *Computer and Electronic Product Manufacturing*; and *Museums, Historical Sites, and Similar Institutions*.



TRANSPORTATION EQUIPMENT MANUFACTURING

2024 Kansas City Region Location Quotients

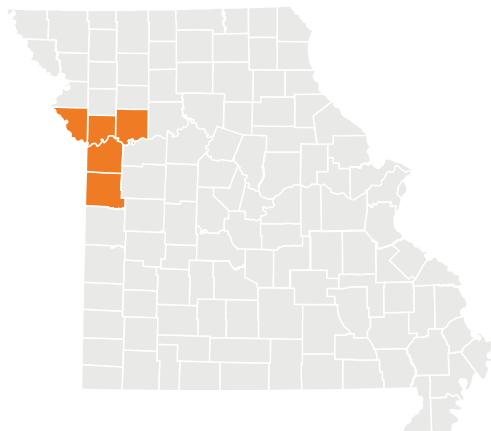
Industry	Employment	Location Quotient
Transportation Equipment Manufacturing	13,987	2.1
Paper Manufacturing	2,293	1.8
Performing Arts, Spectator Sports, and Related Industries	3,632	1.7
Computer and Electronic Product Manufacturing	6,374	1.7
Museums, Historical Sites, and Similar Institutions	1,046	1.6
Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	2,730	1.5
Support Activities for Transportation	4,480	1.5
Petroleum and Coal Products Manufacturing	584	1.4
Insurance Carriers and Related Activities	12,774	1.3
Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers	6,912	1.3
Printing and Related Support Activities	1,589	1.2
Plastics and Rubber Products Manufacturing	3,154	1.2
Building Material and Garden Equipment and Supplies Dealers	6,062	1.2
Heavy and Civil Engineering Construction	4,984	1.2
Fabricated Metal Product Manufacturing	6,053	1.1

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QUARTERLY CENSUS OF EMPLOYMENT AND WAGES 2024

KANSAS CITY REGION

Projected growth in industry helps to identify future employment needs for an area.

Projections indicate that the largest industry growth in the Kansas City Region between 2022-2032 will be in *Professional, Scientific, and Technical Services*; *Hospitals*; *Total Federal Government Employment*; *Ambulatory Health Care Services*; and *Food and Beverage Retailers*.



Kansas City Largest Growth Industries 2022-2032

	Employment 2022	Employment 2032	Change 2022-2032 Numeric	Change 2022-2032 Percent
Professional, Scientific, and Technical Services	46,708	60,147	13,439	28.8%
Hospitals	30,800	37,845	7,045	22.9%
Total Federal Government Employment	18,953	21,637	2,684	14.2%
Ambulatory Health Care Services	24,695	26,909	2,214	9.0%
Food and Beverage Retailers	11,318	13,267	1,949	17.2%
Total Self Employed and Unpaid Family Workers, All Jobs	34,285	35,512	1,227	3.6%
General Merchandise Retailers	12,670	13,557	887	7.0%
Real Estate	6,813	7,599	786	11.5%
Support Activities for Transportation	4,571	5,294	723	15.8%
Fabricated Metal Product Manufacturing	5,846	6,188	342	5.9%

SOURCE: MERIC INDUSTRY PROJECTIONS, 2022-2032

PROJECTED GROWTH BY INDUSTRY HELPS TO IDENTIFY FUTURE EMPLOYMENT NEEDS FOR AN AREA.

OCCUPATIONAL PROJECTIONS

MERIC produces occupational projections that estimates labor demand over a 10-year period. The current projections cycle projected industry and occupation employment from 2022-2032. MERIC categorizes these occupations using its Now-Next-Later method to help job seekers understand the training, education, and experience requirements for various occupations.

NOW jobs typically require short-term on-the-job training, little to no experience, and/or a high school diploma. **Now** occupations with the most projected annual openings include *Cashiers*; *Home Health and Personal Care Aides*; and *Stockers and Order Fillers*. *Veterinary Assistants and Laboratory Animal Caretakers*; *Refuse and Recyclable Material Collectors*; and *Interviewers, Except Eligibility and Loan* are projected to be the fastest growing **Now** occupations over the next decade.

NEXT jobs typically require a non-degree certificate, associate degree, apprenticeship, some experience, or moderate- to long-term training. *Miscellaneous Assemblers and Fabricators*; *Cooks, Restaurant*; and *Heavy and Tractor-Trailer Truck Drivers* are projected to have the most openings for the **Next** category of occupations. *Veterinary Technologists and Technicians*; *Legal Secretaries and Administrative Assistants*; and *Architectural and Civil Drafters* are the fastest growing **Next** occupations.

LATER jobs typically require a bachelor's degree or higher. For **Later** occupations, *General and Operations Managers*; *Registered Nurses*; and *Accountants and Auditors* are projected to have the most openings. *Architects, Except Landscape and Naval*; *Lawyers*; and *Database Architects* are the fastest growing **Later** occupations.

Kansas City Region Fastest Growing Occupations



SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032

NOTE: OCCUPATIONS WITH ANNUAL TOTAL OPENINGS OF LESS THAN 50 ARE OMITTED

KANSAS CITY REGION

KANSAS CITY REGION LONG-TERM OCCUPATIONAL PROJECTIONS BY TOP OPENINGS

OCCUPATION TITLE	2022 Estimated Employment	2032 Projected Employment	Annual Growth Openings	Annual Exits	Annual Transfers	Annual Total Openings	Median Wages
NOW OCCUPATIONS							
Cashiers	13,030	13,742	71	1,288	1,297	2,656	\$29,332
Home Health and Personal Care Aides	★ 12,620	14,257	164	1,075	896	2,135	\$30,325
Stockers and Order Fillers	12,635	13,020	38	798	1,256	2,092	\$36,435
Waiters and Waitresses	★ 9,476	9,659	18	823	1,156	1,997	\$34,844
Retail Salespersons	★ 12,166	11,933	-23	791	954	1,722	\$32,473
NEXT OCCUPATIONS							
Miscellaneous Assemblers and Fabricators	9,513	10,598	108	427	635	1,170	\$46,839
Cooks, Restaurant	6,970	7,099	13	480	574	1,067	\$35,463
Heavy and Tractor-Trailer Truck Drivers	★ 9,412	9,793	38	435	562	1,035	\$50,561
Nursing Assistants	★ 4,985	5,710	72	338	419	829	\$37,306
First-Line Supervisors of Food Preparation and Serving Workers	★ 4,507	4,617	11	230	437	678	\$36,763
LATER OCCUPATIONS							
General and Operations Managers	★ 19,622	20,917	130	505	1,089	1,724	\$81,343
Registered Nurses	★ 15,709	18,601	289	570	353	1,212	\$79,065
Accountants and Auditors	★ 6,722	7,703	98	223	327	648	\$75,163
Elementary School Teachers, Except Special Education	6,683	6,803	12	226	222	460	\$50,064
Business Operations Specialists, All Other	4,126	4,657	53	146	228	427	\$81,776

SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032

★ DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated from May 1, 2024 to April 30, 2025 by Lightcast™ for the Kansas City Region, jobs like *Registered Nurses*; *Heavy and Tractor-Trailer Truck Drivers*; and *Retail Salespersons* had a high number of job postings in the region.

OCCUPATION TITLE	ONLINE JOB POSTINGS
NOW OCCUPATIONS	
Retail Salespersons	4,310
Customer Service Representatives	2,790
Laborers and Freight, Stock, and Material Movers, Hand	2,480
Home Health and Personal Care Aides	1,980
Fast Food and Counter Workers	1,960
NEXT OCCUPATIONS	
Heavy and Tractor-Trailer Truck Drivers	4,630
First-Line Supervisors of Retail Sales Workers	3,310
Maintenance and Repair Workers, General	3,060
Sales Representatives, Wholesale and Manufacturing	2,580
Food Service Managers	2,080
LATER OCCUPATIONS	
Registered Nurses	12,400
General and Operations Managers	2,040
Medical and Health Services Managers	1,920
Project Management Specialists	1,910
Software Developers	1,610

SOURCE: LIGHTCAST™, ONLINE JOB ADS FROM MAY 1, 2024 - APRIL 30, 2025

2025 ECONOMIC REPORT

NORTH REGION



The North Region is comprised of 34 counties. This region is home to several cities including Kirksville, Hannibal, Moberly, Warrenton, St. Joseph, Chillicothe, Trenton, and Maryville.

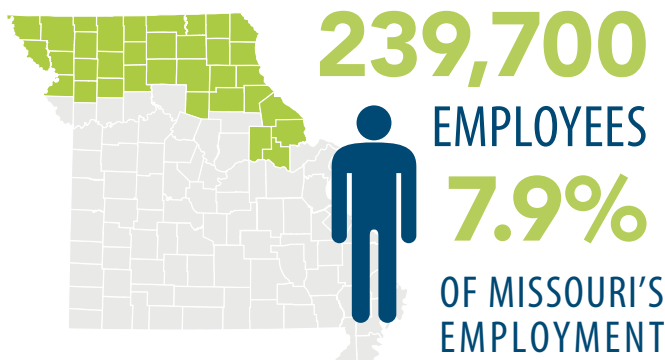
The North Region workforce had over 239,700 employees in 2024, making up 7.9 percent of Missouri's employment. In 2024, 49.5 percent of the workforce was female and 50.5 percent was male, while the Missouri average was 50.1 percent female and 49.9 percent male workers in the workforce. The regional average unemployment rate in 2024 was 3.6 percent, compared to 3.7 percent for Missouri and 4.0 percent for the nation.

The workforce is getting older in the North Region, a trend continuing throughout Missouri and the U.S. In 2024, 24.9 percent of the workforce in the region was age 55 or older, up from 21 percent a decade earlier. It was 23.5 percent for Missouri and 24.1 percent for the nation in 2024.

For the region, 8.8 percent of the workforce was non-white and 4.7 percent was Hispanic or Latino. This compares to the state averages of 18.1 percent non-white and 5.1 percent Hispanic or Latino.

In the North Region, 4.2 percent of the region's population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 7.4 percent and the U.S. was at 23.8 percent.

The North Region has a higher percentage of the population with a disability compared to the state and the nation. For the region, 13.5 percent of the population has a disability compared to 12.6 percent in Missouri and 10.7 percent in the U.S.



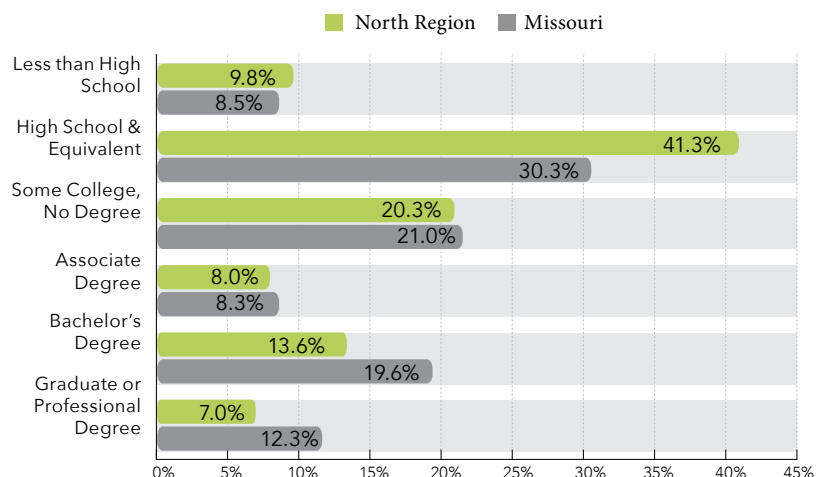
Workforce Demographics

	North Region	Missouri	United States
Average Monthly Employment in 2024	239,712	3,016,886	161,346,000
Average Unemployment Rate in 2024	3.6%	3.7%	4.0%
Male	50.5%	49.9%	51.2%
Female	49.5%	50.1%	48.8%
Non-White	8.8%	18.1%	24.9%
Hispanic or Latino	4.7%	5.1%	18.3%
Ages 55 and Older	24.9%	23.5%	24.1%
With Disabilities (Ages 18-64)	13.5%	12.6%	10.7%
Below Poverty Levels (Ages 18-64)	13.6%	12.1%	11.6%
Language other than English (Ages 18-64)	4.2%	7.4%	23.8%
Education of Associate Degree or Higher (25 years & Older)	28.6%	40.2%	43.8%
Veterans (Age 18-64)	4.7%	4.7%	4.2%

SOURCE: QWI 2024 Q1; PRIVATE OWNERSHIP. CENSUS 2023 ACS 5 YEARS DATA, LAUS 2024 DATA

Educational attainment rates for the North Region are lower than those of the state for bachelor's or advanced degrees. Twenty-nine percent of the region's population, age 25 and older, has an associate, bachelor's, or advanced degree compared to 40.2 percent for the state, and 43.8 percent for the nation. About 9.8 percent of the region's population age 25 and older had less than high school education.

Educational Attainment



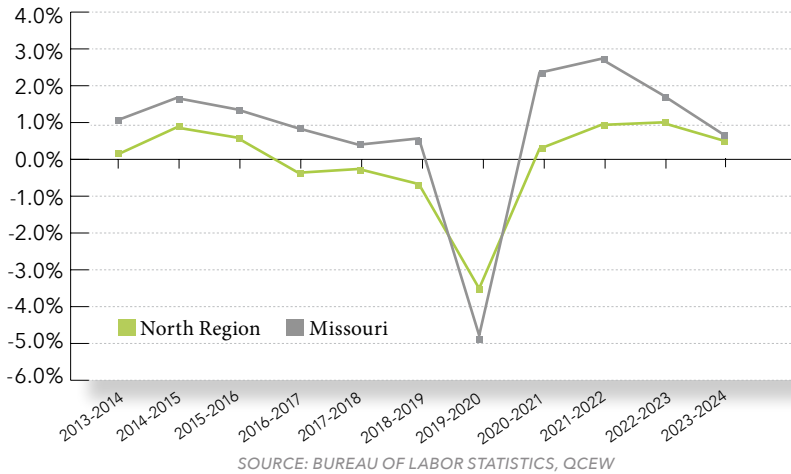
SOURCE: U.S. CENSUS BUREAU, ACS 2023 5 YEAR ESTIMATES

NORTH REGION

INDUSTRY ANALYSIS

The North Region averaged over 173,300 jobs in 2024. The region gained 1,258 jobs in 2024, an increase of 0.7 percent. Missouri employment increased by 0.8 percent in 2024. From 2020 to 2024, the North Region averaged 0.7 percent compound annual growth for an overall gain of 3.7 percent. During that same period (2020-2024) Missouri's compound annual employment gain was 1.6 percent for an overall gain of 8.3 percent.

North Region Employment Annual Growth Rate



Health Care and Social Assistance and *Manufacturing* were the largest industries in the region with employment of over 29,200 and 29,100 respectively in 2024. *Retail Trade* and *Educational Services* were the next largest industries in the region, employing over 20,000 and 18,200 respectively in 2024.

Health Care and Social Assistance was also the largest growing industry with a gain of 2,466 jobs from 2020 to 2024, resulting in a compound annual growth rate of 1.8 percent. *Accommodation and Food Services* gained 1,631 jobs from 2020 to 2024, with compound annual growth rates of 2.8 percent.

Public Administration; Professional, Scientific, and Technical Services; Transportation and Warehousing; Administrative and Support and Waste Management and Remediation Services; Management of Companies and Enterprises; Finance and Insurance; and Mining, Quarrying, and Oil and Gas Extraction were the industry sectors that decreased in employment compared to 2020.

North Region Top Employing Industries

	Employment 2020	Employment 2024	Net Change	2020- 2024 CAGR	2023 Annual Wages
Health Care and Social Assistance	26,823	29,289	2,466	1.8%	\$53,640
Manufacturing	28,151	29,101	950	0.7%	\$64,680
Retail Trade	19,216	20,060	844	0.9%	\$35,748
Educational Services	17,390	18,237	847	1.0%	\$42,576
Accommodation and Food Services	11,114	12,745	1,631	2.8%	\$20,808
Construction	8,986	9,768	782	1.7%	\$65,688
Public Administration	9,287	8,551	-736	-1.6%	\$43,884
Wholesale Trade	6,213	6,748	535	1.7%	\$68,820
Transportation and Warehousing	6,076	5,597	-479	-1.6%	\$51,564
Finance and Insurance	5,459	5,290	-169	-0.6%	\$63,000
Administrative and Support and Waste Management and Remediation Services	5,524	5,068	-456	-1.7%	\$40,776
Other Services (except Public Administration)	3,961	4,231	270	1.3%	\$39,612
Professional, Scientific, and Technical Services	4,653	4,046	-607	-2.8%	\$72,672
Agriculture, Forestry, Fishing and Hunting	2,807	2,884	77	0.5%	\$47,460
Arts, Entertainment, and Recreation	1,662	2,161	499	5.4%	\$25,992
Information	1,913	2,024	111	1.1%	\$61,140
Utilities	1,781	1,809	28	0.3%	\$83,040
Management of Companies and Enterprises	1,556	1,159	-397	-5.7%	\$68,952
Real Estate and Rental and Leasing	998	1,141	143	2.7%	\$41,184
Mining, Quarrying, and Oil and Gas Extraction	517	443	-74	-3.0%	\$68,736

SOURCE: LEHD QWI, 2020-2024 QUARTER 2 DATA, LEHD QWI 2023 ANNUAL AVERAGE FOR WAGES. ALL OWNERSHIP

LOCATION QUOTIENT

To understand the major industries within a region, an analysis of industry concentration or clustering can be useful. The Location Quotient (LQ) describes the concentration of an industry in a geographic region, in relation to the nation, with 1.0 being the national average. Industries with higher than 1.0 LQ indicate a concentration.

The North Region has higher concentrations in *Gasoline Stations and Fuel Dealers; Food Manufacturing; and Fabricated Metal Product Manufacturing*.



HIGHEST 2024
LQ 3.1

GASOLINE STATIONS
AND FUEL DEALERS

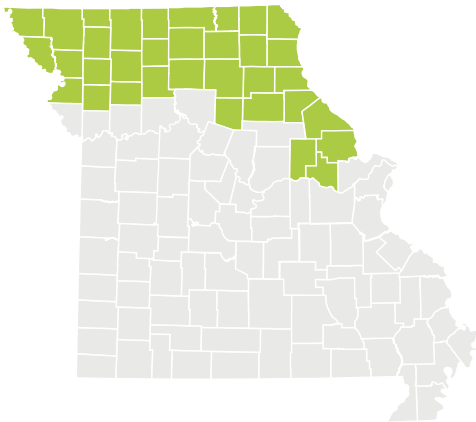
2024 North Region Location Quotients

Industry	Employment	Location Quotient
Gasoline Stations and Fuel Dealers	3,643	3.1
Food Manufacturing	5,588	2.8
Fabricated Metal Product Manufacturing	3,650	2.3
Crop Production	1,179	1.9
Building Material and Garden Equipment and Supplies Dealers	2,404	1.6
General Merchandise Retailers	5,587	1.5
Nonmetallic Mineral Product Manufacturing	702	1.5
Animal Production and Aquaculture	438	1.5
Chemical Manufacturing	1,442	1.4
Heavy and Civil Engineering Construction	1,658	1.3
Truck Transportation	2,122	1.3
Merchant Wholesalers, Nondurable Goods	3,054	1.2
Nursing and Residential Care Facilities	4,399	1.2
Repair and Maintenance	1,859	1.1

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QUARTERLY CENSUS OF EMPLOYMENT AND WAGES 2024

NORTH REGION

Projected growth in industry helps to identify future employment needs for an area. Projections indicate that the largest industry growth in the North Region between 2022-2032 will be in *Social Assistance; Fabricated Metal Product Manufacturing; Administrative and Support Services; Warehousing and Storage; and Crop Production*.



North Region Largest Growth Industries 2022-2032

	Employment 2022	Employment 2032	Change 2022-2032 Numeric	Change 2022-2032 Percent
Social Assistance	5,102	5,906	804	15.8%
Fabricated Metal Product Manufacturing	4,102	4,780	678	16.5%
Administrative and Support Services	4,485	4,968	483	10.8%
Warehousing and Storage	1,423	1,891	468	32.9%
Crop Production	2,402	2,845	443	18.4%
Machinery Manufacturing	3,068	3,452	384	12.5%
Ambulatory Health Care Services	6,403	6,770	367	5.7%
Educational Services	17,538	17,897	359	2.0%
Professional, Scientific, and Technical Services	3,714	4,069	355	9.6%
Religious, Grantmaking, Civic, Professional, and Similar Organizations	2,609	2,961	352	13.5%

SOURCE: MERIC INDUSTRY PROJECTIONS, 2022-2032

PROJECTED GROWTH BY INDUSTRY HELPS TO IDENTIFY FUTURE EMPLOYMENT NEEDS FOR AN AREA.

OCCUPATIONAL PROJECTIONS

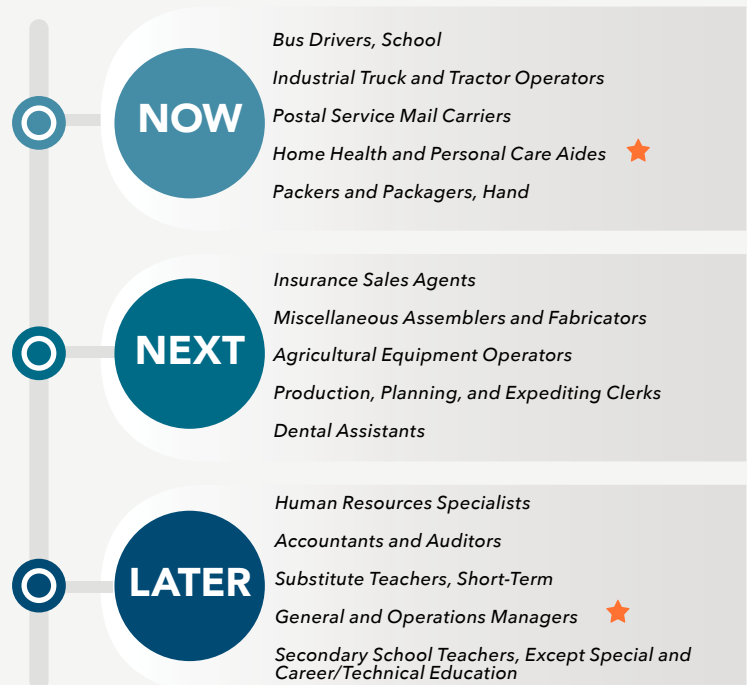
MERIC produces occupational projections that estimates labor demand over a 10-year period. The current projections cycle projected industry and occupation employment from 2022-2032. MERIC categorizes these occupations using its Now-Next-Later method to help job seekers understand the training, education, and experience requirements for various occupations.

NOW jobs typically require short-term on-the-job training, little to no experience, and/or a high school diploma. Now occupations with the most projected annual openings are *Cashiers; Home Health and Personal Care Aides; and Stockers and Order Fillers*. *Bus Drivers, School; Industrial Truck and Tractor Operators; and Postal Service Mail Carriers* are projected to be the fastest growing Now occupations over the next decade.

NEXT jobs typically require a non-degree certificate, associate degree, apprenticeship, some experience, or moderate- to long-term training. *Heavy and Tractor-Trailer Truck Drivers; Miscellaneous Assemblers and Fabricators; and Nursing Assistants* are projected to have the most openings for the Next category of occupations. *Insurance Sales Agents; Miscellaneous Assemblers and Fabricators; and Agricultural Equipment Operators* are the fastest growing Next occupations.

LATER jobs typically require a bachelor's degree or higher. For Later occupations, *General and Operations Managers; Registered Nurses; and Elementary School Teachers, Except Special Education* are projected to have the most openings. *Human Resources Specialists; Accountants and Auditors; and Substitute Teachers, Short-Term* are the fastest growing Later occupations.

North Region Fastest Growing Occupations



SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032

NOTE: OCCUPATIONS WITH ANNUAL TOTAL OPENINGS OF LESS THAN 50 ARE OMITTED

★ DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

NORTH REGION

NORTH REGION LONG-TERM OCCUPATIONAL PROJECTIONS BY TOP OPENINGS

OCCUPATION TITLE		2022 Estimated Employment	2032 Projected Employment	Annual Growth Openings	Annual Exits	Annual Transfers	Annual Total Openings	Median Wages
NOW OCCUPATIONS								
Cashiers	★	6,614	6,450	-16	628	633	1,245	\$27,957
Home Health and Personal Care Aides	★	4,642	4,994	35	385	321	741	\$28,590
Stockers and Order Fillers		3,891	4,095	20	248	391	659	\$34,574
Retail Salespersons	★	3,553	3,512	-4	232	280	508	\$30,212
Office Clerks, General		3,869	3,951	8	236	230	474	\$36,934
NEXT OCCUPATIONS								
Heavy and Tractor-Trailer Truck Drivers	★	3,684	3,760	8	168	218	394	\$47,325
Miscellaneous Assemblers and Fabricators		3,021	3,328	31	135	201	367	\$47,628
Nursing Assistants	★	2,178	2,087	-9	135	167	293	\$35,574
Cooks, Restaurant		1,587	1,563	-2	107	128	233	\$30,118
Maintenance and Repair Workers, General	★	2,365	2,407	4	105	109	218	\$47,557
LATER OCCUPATIONS								
General and Operations Managers	★	5,537	5,656	12	139	301	452	\$64,199
Registered Nurses	★	3,668	3,719	5	123	76	204	\$73,278
Elementary School Teachers, Except Special Education		2,691	2,745	5	91	89	185	\$47,902
Secondary School Teachers, Except Special and Career/Technical Education		2,411	2,461	5	71	79	155	\$48,183
Substitute Teachers, Short-Term		970	994	2	61	56	119	\$34,460

SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032



DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated from May 1, 2024 to April 30, 2025 by Lightcast™ for the North Region, jobs like *Registered Nurses*; *Heavy and Tractor-Trailer Truck Drivers*; and *Retail Salespersons* had a high number of job postings in the region.

OCCUPATION TITLE	ONLINE JOB POSTINGS
NOW OCCUPATIONS	
Retail Salespersons	1,040
Merchandise Displayers and Window Trimmers	690
Laborers Freight, Stock, and Material Movers, Hand	630
Home Health and Personal Care Aides	580
Fast Food and Counter Workers	480
NEXT OCCUPATIONS	
Heavy and Tractor-Trailer Truck Drivers	1,260
Licensed Practical and Licensed Vocational Nurses	1,040
First-Line Supervisors of Retail Sales Workers	880
Maintenance and Repair Workers, General	660
Production Workers, All Other	550
LATER OCCUPATIONS	
Registered Nurses	2,780
Physical Therapists	650
Speech-Language Pathologists	470
Occupational Therapists	420
Coaches and Scouts	310

SOURCE: LIGHTCAST™, ONLINE JOB ADS FROM MAY 1, 2024 - APRIL 30, 2025

2025 ECONOMIC REPORT

OZARK REGION



The Ozark Region is comprised of seven counties in the southwest quadrant of Missouri. This region is home to several cities including Springfield, Branson, Nixa, and Marshfield.

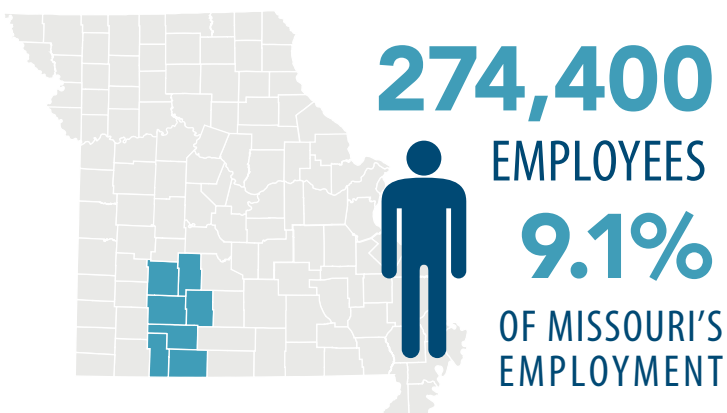
The Ozark Region workforce had more than 274,400 employees, making up 9.1 percent of Missouri's employment. In 2024, 49.7 percent of the workforce was female and 50.3 percent was male, while the Missouri average was 50.1 percent female and 49.9 percent male workers in the workforce. The regional average unemployment rate for 2024 was 3.6 percent, compared to 3.7 percent for Missouri and 4.0 percent for the nation.

The workforce is getting older in the Ozark Region, a trend continuing throughout Missouri and the U.S. In 2024, 22.3 percent of the workforce was age 55 or older, up from 19 percent a decade earlier. It was 23.5 percent for Missouri and 24.1 percent for the nation in 2024.

For the region, 9.8 percent of the workforce was non-white and 4.9 percent was Hispanic or Latino. This compares to the state averages of 18.1 percent non-white and 5.1 percent Hispanic or Latino.

In the Ozark Region, 5.9 percent of the region's population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 7.4 percent and the U.S. was at 23.8 percent.

The Ozark Region has a slightly higher percentage of the population with a disability compared to the state and nation. For the Ozark Region, 12.7 percent of the population had a disability compared to 12.6 percent in Missouri and 10.7 percent in the U.S.



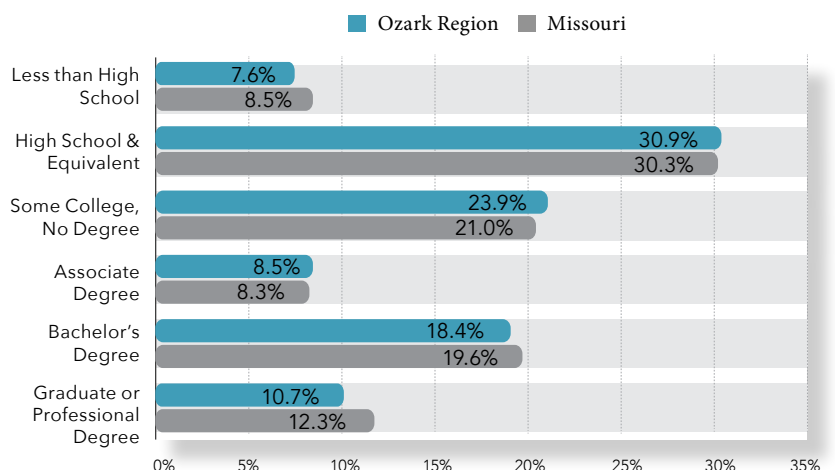
Workforce Demographics

	Ozark Region	Missouri	United States
Average Monthly Employment in 2024	274,460	3,016,886	161,346,000
Average Unemployment Rate in 2024	3.6%	3.7%	4.0%
Male	50.3%	49.9%	51.2%
Female	49.7%	50.1%	48.8%
Non-White	9.8%	18.1%	24.9%
Hispanic or Latino	4.9%	5.1%	18.3%
Ages 55 and Older	22.3%	23.5%	24.1%
With Disabilities (Ages 18-64)	12.7%	12.6%	10.7%
Below Poverty Levels (Ages 18-64)	14.1%	12.1%	11.6%
Language other than English (Ages 18-64)	5.9%	7.4%	23.8%
Education of Associate Degree or Higher (25 years & Older)	37.5%	40.2%	43.8%
Veterans (Age 18-64)	4.9%	4.7%	4.2%

SOURCE: QWI 2024 Q1; PRIVATE OWNERSHIP. CENSUS 2023 ACS 5 YEARS DATA, LAUS 2024 DATA

Educational attainment rates for the Ozark Region are slightly behind those of the state for those with bachelor's or advanced degrees. Thirty-eight percent of the region's population, age 25 and older, has an associate, bachelor's, or advanced degree compared to 40.2 percent for the state, and 43.8 percent for the nation. About 7.6 percent of the region's population age 25 and older has less than high school education.

Educational Attainment



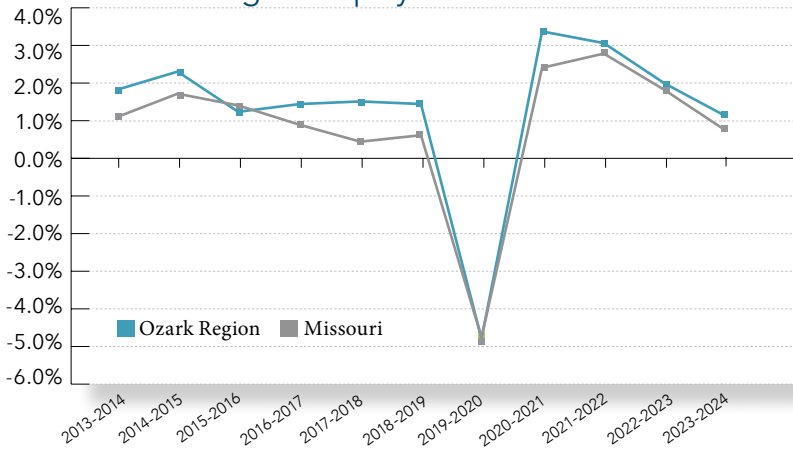
SOURCE: U.S. CENSUS BUREAU, ACS 2023 5 YEAR ESTIMATES

OZARK REGION

INDUSTRY ANALYSIS

The Ozark Region averaged over 255,700 jobs in 2024. The region gained 2,957 jobs in 2024, an increase of 1.2 percent. Missouri employment increased by 0.8 percent in 2024. From 2020 to 2024, the Ozark Region averaged 2.0 percent compound annual growth for an overall increase of 10.6 percent. During that same period (2020-2024) Missouri's compound annual employment gain was 1.6 percent for an overall gain of 8.3 percent.

Ozark Region Employment Annual Growth Rate



SOURCE: BUREAU OF LABOR STATISTICS, QCEW

Health Care and Social Assistance is the largest employing industry in the Ozark Region, showing consistent growth over the years. Totaling more than 47,300 jobs in 2024, the industry added 4,933 jobs at a compound annual growth rate of 2.2 percent since 2020. The *Educational Services* industry has the second largest employment, employing more than 35,400. The industry gained over 5,900 jobs at a compound annual growth rate of 3.7 percent from 2000 to 2024. The *Retail Trade* industry also continues to be one of the largest employing industries in the region with over 34,000 jobs in 2024, a gain of over 2,870 jobs since 2020.

The *Manufacturing* industry also added jobs, with a gain of over 800 jobs since 2020. *Accommodation and Food Services*, *Manufacturing*, and *Public Administration* were also among the largest industries in the region. *Management of Companies and Enterprises* and *Mining, Quarrying, and Oil and Gas Extraction* decreased in employment compared to 2020.

Ozark Region Top Employing Industries

	Employment 2020	Employment 2024	Net Change	2020- 2024 CAGR	2023 Annual Wages
Health Care and Social Assistance	42,448	47,381	4,933	2.2%	\$60,900
Educational Services	29,535	35,468	5,933	3.7%	\$58,044
Retail Trade	31,134	34,011	2,877	1.8%	\$37,620
Accommodation and Food Services	23,072	28,168	5,096	4.1%	\$24,420
Manufacturing	26,300	27,116	816	0.6%	\$56,748
Public Administration	25,562	26,769	1,207	0.9%	\$53,520
Construction	12,912	14,959	2,047	3.0%	\$64,632
Finance and Insurance	10,973	11,946	973	1.7%	\$71,424
Administrative and Support and Waste Management and Remediation Services	9,567	10,659	1,092	2.2%	\$44,292
Professional, Scientific, and Technical Services	8,561	9,750	1,189	2.6%	\$70,188
Transportation and Warehousing	7,501	8,777	1,276	3.2%	\$45,972
Wholesale Trade	7,686	8,003	317	0.8%	\$72,732
Other Services (except Public Administration)	6,412	7,224	812	2.4%	\$45,876
Management of Companies and Enterprises	4,868	4,634	-234	-1.0%	\$77,856
Arts, Entertainment, and Recreation	3,580	4,232	652	3.4%	\$30,000
Information	3,487	3,507	20	0.1%	\$62,880
Real Estate and Rental and Leasing	2,901	3,128	227	1.5%	\$49,524
Utilities	2,573	3,018	445	3.2%	\$103,080
Agriculture, Forestry, Fishing and Hunting	1,131	1,536	405	6.3%	\$42,924
Mining, Quarrying, and Oil and Gas Extraction	597	593	-4	-0.1%	\$74,808

SOURCE: LEHD QWI, 2020-2024 QUARTER 2 DATA, LEHD QWI 2023 ANNUAL AVERAGE FOR WAGES. ALL OWNERSHIP

LOCATION QUOTIENT

To understand the major industries within a region, an analysis of industry concentration or clustering can be useful. The Location Quotient (LQ) describes the concentration of an industry in a geographic region, in relation to the nation, with 1.0 being the national average. Industries with higher than 1.0 LQ indicate a concentration.

The Ozark Region has higher concentrations in *Scenic and Sightseeing Transportation*; *Truck Transportation*; *Museums, Historical Sites, and Similar Institutions*; *Accommodation*; and *Performing Arts, Spectator Sports, and Related Industries*.



HIGHEST 2024
LQ 4.2

SCENIC AND SIGHTSEEING TRANSPORTATION

2024 Ozark Region Location Quotients

Industry	Employment	Location Quotient
Scenic and Sightseeing Transportation	209	4.2
Truck Transportation	7,642	3.1
Museums, Historical Sites, and Similar Institutions	637	2.2
Accommodation	6,278	2.0
Performing Arts, Spectator Sports, and Related Industries	1,828	1.9
Gasoline Stations and Fuel Dealers	2,923	1.7
Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers	4,125	1.7
General Merchandise Retailers	8,390	1.6
Building Material and Garden Equipment and Supplies Dealers	3,294	1.4
Furniture, Home Furnishings, Electronics, and Appliance Retailers	1,868	1.4
Fabricated Metal Product Manufacturing	3,321	1.4
Machinery Manufacturing	2,544	1.4
Repair and Maintenance	3,220	1.3
Merchant Wholesalers, Durable Goods	7,403	1.3
Motor Vehicle and Parts Dealers	4,284	1.3

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QUARTERLY CENSUS OF
EMPLOYMENT AND WAGES 2024

OZARK REGION

Projected growth in industry helps to identify future employment needs for an area. Projections indicate that the largest industry growth in the Ozark Region from 2022-2032 will be in the *Educational Services; Professional, Scientific, and Technical Services; Hospitals; Administrative and Support Services; and Management of Companies and Enterprises*.

Ozark Region Largest Growth Industries 2022-2032

	Employment 2022	Employment 2032	Change 2022-2032 Numeric	Change 2022-2032 Percent
Educational Services	20,346	23,068	2,722	13.4%
Professional, Scientific, and Technical Services	9,671	11,619	1,948	20.1%
Hospitals	19,139	21,083	1,944	10.2%
Administrative and Support Services	11,255	12,584	1,329	11.8%
Management of Companies and Enterprises	3,876	5,190	1,314	33.9%
Total Self Employed and Unpaid Family Workers, All Jobs	14,531	15,460	929	6.4%
Local Government, Excluding Education and Hospitals	8,996	9,711	715	7.9%
Truck Transportation	8,079	8,773	694	8.6%
Computer and Electronic Product Manufacturing	1,411	1,988	577	40.9%
Nursing and Residential Care Facilities	6,470	7,017	547	8.5%

SOURCE: MERIC INDUSTRY PROJECTIONS, 2022-2032

PROJECTED GROWTH BY INDUSTRY HELPS TO IDENTIFY FUTURE EMPLOYMENT NEEDS FOR AN AREA.

OCCUPATIONAL PROJECTIONS

MERIC produces occupational projections that estimates labor demand over a 10-year period. The current projections cycle projected industry and occupation employment from 2022-2032. MERIC categorizes these occupations using its Now-Next-Later method to help job seekers understand the training, education, and experience requirements for various occupations.

NOW jobs typically require short-term on-the-job training, little to no experience, and/or a high school diploma. **Now** occupations with the most projected openings are *Cashiers; Stockers and Order Fillers; and Retail Salespersons. Postal Service Mail Carriers; Hotel, Motel, and Resort Desk Clerks; and Reservation and Transportation Ticket Agents and Travel Clerks* are projected to be the fastest growing **Now** occupations over the next decade.

NEXT jobs typically require a non-degree certificate, associate degree, apprenticeship, some experience, or moderate- to long-term training. *Heavy and Tractor-Trailer Truck Drivers; Cooks, Restaurant; and Nursing Assistants* are projected to have the most openings for the **Next** category of occupations. *Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers; Tour and Travel Guides; and Paralegals and Legal Assistants* are the fastest growing **Next** occupations.

LATER jobs typically require a bachelor's degree or higher. For **Later** occupations, *General and Operations Managers; Registered Nurses; and Elementary School Teachers, Except Special Education* are projected to have the most openings. *Software Developers; Lawyers; and Teaching Assistants, Postsecondary* are the fastest growing **Later** occupations.

Ozark Region Fastest Growing Occupations



SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032

NOTE: OCCUPATIONS WITH ANNUAL TOTAL OPENINGS OF LESS THAN 50 ARE OMITTED

★ DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

OZARK REGION

OZARK REGION LONG-TERM OCCUPATIONAL PROJECTIONS BY TOP OPENINGS

OCCUPATION TITLE		2022 Estimated Employment	2032 Projected Employment	Annual Growth Openings	Annual Exits	Annual Transfers	Annual Total Openings	Median Wages
NOW OCCUPATIONS								
Cashiers		6,875	6,952	8	665	670	1,343	\$27,779
Stockers and Order Fillers		6,793	7,283	49	438	689	1,176	\$34,192
Retail Salespersons	★	7,207	7,353	15	478	576	1,069	\$29,726
Waiters and Waitresses	★	4,616	4,774	16	404	567	987	\$28,930
Home Health and Personal Care Aides	★	5,990	6,359	37	494	412	943	\$29,159
NEXT OCCUPATIONS								
Heavy and Tractor-Trailer Truck Drivers	★	7,518	8,157	64	355	459	878	\$55,636
Cooks, Restaurant		3,595	3,723	13	250	298	561	\$30,105
Nursing Assistants		2,793	3,039	25	185	228	438	\$34,004
First-Line Supervisors of Food Preparation and Serving Workers	★	2,329	2,403	7	119	227	353	\$35,366
Maintenance and Repair Workers, General	★	3,260	3,598	34	151	156	341	\$40,503
LATER OCCUPATIONS								
General and Operations Managers	★	8,382	8,831	45	214	462	721	\$66,023
Registered Nurses	★	7,428	8,120	69	258	160	487	\$63,995
Elementary School Teachers, Except Special Education		2,935	3,333	40	105	103	248	\$47,540
Accountants and Auditors	★	1,983	2,228	24	65	95	184	\$59,373
Human Resources Specialists		1,389	1,536	15	44	76	135	\$55,150

SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032

★ DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated from May 1, 2024 to April 30, 2025 by Lightcast™ for the Ozark Region, jobs like *Registered Nurses*; *Retail Salespersons*; and *Heavy and Tractor-Trailer Truck Drivers* had a high number of job postings in the region during the last year.

OCCUPATION TITLE	ONLINE JOB POSTINGS
NOW OCCUPATIONS	
Retail Salespersons	2,380
Customer Service Representatives	1,240
Home Health and Personal Care Aides	1,150
Laborers and Freight, Stock, and Material Movers, Hand	970
Janitors and Cleaners	830
NEXT OCCUPATIONS	
Heavy and Tractor-Trailer Truck Drivers	2,060
First-Line Supervisors of Retail Sales Workers	1,390
Maintenance and Repair Workers, General	1,130
Licensed Practical and Licensed Vocational Nurses	1,110
Sales Representatives, Wholesale and Manufacturing	910
LATER OCCUPATIONS	
Registered Nurses	5,660
Medical and Health Services Managers	750
General and Operations Managers	580
Physicians, All Other	570
Sales Managers	490

SOURCE: LIGHTCAST™, ONLINE JOB ADS FROM MAY 1, 2024 - APRIL 30, 2025

2025 ECONOMIC REPORT

SOUTH CENTRAL REGION



The South Central Region is comprised of 12 counties in the center of the southern portion of Missouri. The region is home to several cities including West Plains and Poplar Bluff.

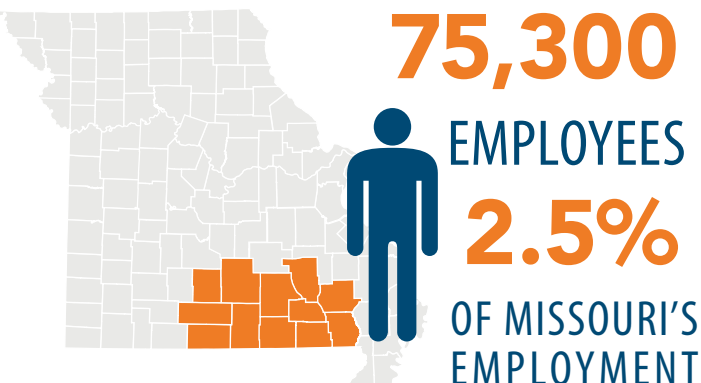
The South Central Region workforce had more than 75,300 employees in 2024, making up 2.5 percent of Missouri's employment. In 2024, 53.1 percent of the workforce was female and 46.9 percent was male, while the Missouri average was 50.1 percent female and 49.9 percent male workers in the workforce. The regional average unemployment rate in 2024 was 4.6 percent, compared to 3.7 percent for Missouri and 4.0 percent for the nation.

The workforce is getting older in the South Central Region, a trend continuing throughout Missouri and the U.S. In 2024, 24.5 percent of the workforce was age 55 or older, up from 20 percent a decade earlier. It was 23.5 percent for Missouri and 24.1 percent for the nation.

For the region, 7.0 percent of the workforce was non-white and 2.8 percent was Hispanic or Latino. This compares to the state averages of 18.1 percent non-white and 5.1 percent Hispanic or Latino.

In the South Central Region, 2.5 percent of the region's population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 7.4 percent and the U.S. was at 23.8 percent.

The South Central Region has a higher percentage of the population with a disability compared to the state and the nation. For the South Central Region, 21.7 percent of the population has a disability compared to 12.6 percent in Missouri and 10.7 percent in the U.S.



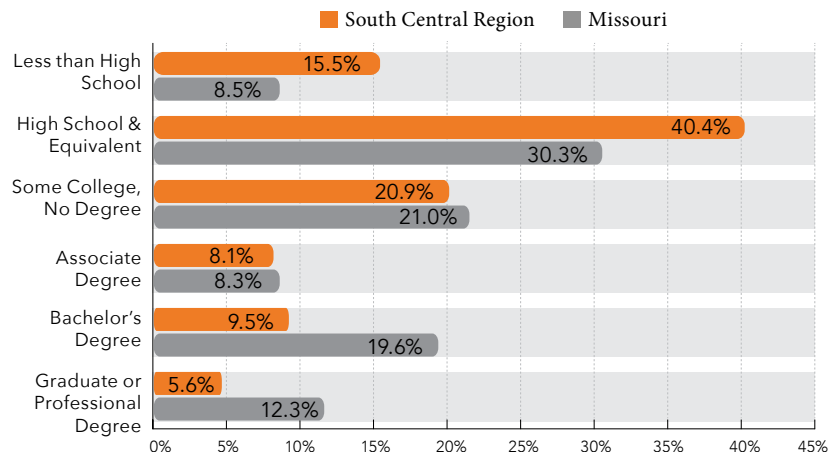
Workforce Demographics

	South Central Region	Missouri	United States
Average Monthly Employment in 2024	75,386	3,016,886	161,346,000
Average Unemployment Rate in 2024	4.6%	3.7%	4.0%
Male	46.9%	49.9%	51.2%
Female	53.1%	50.1%	48.8%
Non-White	7.0%	18.1%	24.9%
Hispanic or Latino	2.8%	5.1%	18.3%
Ages 55 and Older	24.5%	23.5%	24.1%
With Disabilities (Ages 18-64)	21.7%	12.6%	10.7%
Below Poverty Levels (Ages 18-64)	19.3%	12.1%	11.6%
Language other than English (Ages 18-64)	2.5%	7.4%	23.8%
Education of Associate Degree or Higher (25 years & Older)	23.2%	40.2%	43.8%
Veterans (Age 18-64)	6.7%	4.7%	4.2%

SOURCE: QWI 2024 Q1; PRIVATE OWNERSHIP. CENSUS 2023 ACS 5 YEARS DATA, LAUS 2024 DATA

Educational attainment rates for the South Central Region are lower than those of the state for those with bachelor's or advanced degrees. Twenty-three percent of the region's population age 25 and older, has an associate, bachelor's, or advanced degree compared to 40.2 percent for the state, and 43.8 percent for the nation. About 15.5 percent of the region's population age 25 and older has less than high school education.

Educational Attainment



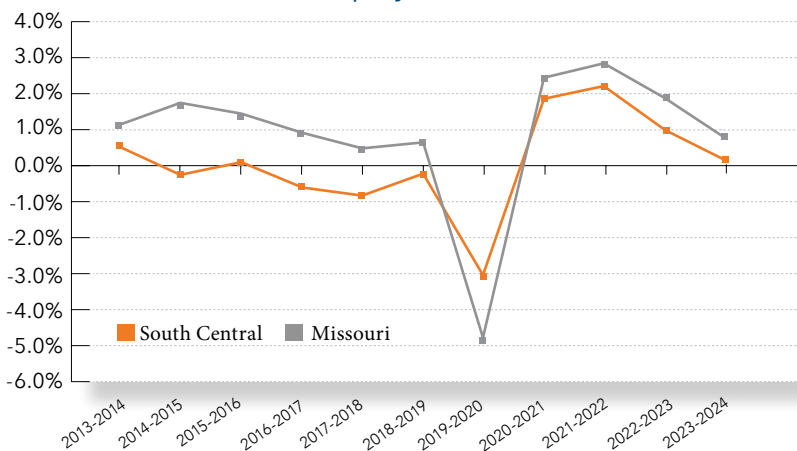
SOURCE: U.S. CENSUS BUREAU, ACS 2023 5 YEAR ESTIMATES

SOUTH CENTRAL REGION

INDUSTRY ANALYSIS

The South Central Region averaged over 60,500 jobs in 2024. Employment in the region increased by 0.2 percent from 2023. Missouri employment increased by 0.8 percent in 2024. From 2020 to 2024, the South Central Region averaged a 1.1 percent annual growth rate for an overall gain 5.8 percent. During that same period (2020-2024) Missouri's compound annual employment gain was 1.6 percent for an overall gain of 8.3 percent.

South Central Employment Annual Growth Rate



SOURCE: BUREAU OF LABOR STATISTICS, QCEW

Health Care and Social Assistance is the largest employing industries in the region with over 12,800 jobs in 2024. Since 2020, the industry has increased by 660 jobs and a 1.1 percent compound annual growth rate. *Manufacturing* is the second largest industry in the area with over 8,100 jobs. It gained 341 jobs since 2020. The *Accommodation and Food Services*, *Retail Trade*, and *Educational Services* industries also gained 968, 797 and 543 jobs, respectively, since 2020.

Wholesale Trade (-124) and *Management of Companies and Enterprises* (-65) were among the industry sectors that decreased in employment compared to 2020.

South Central Region Top Employing Industries

	Employment 2020	Employment 2024	Net Change	2020- 2024 CAGR	2023 Annual Wages
Health Care and Social Assistance	12,174	12,834	660	1.1%	\$42,432
Manufacturing	7,821	8,162	341	0.9%	\$47,628
Retail Trade	6,957	7,754	797	2.2%	\$33,828
Educational Services	5,922	6,465	543	1.8%	\$39,024
Accommodation and Food Services	4,285	5,253	968	4.2%	\$21,708
Public Administration	3,085	3,089	4	0.0%	\$45,120
Construction	1,686	2,012	326	3.6%	\$50,424
Finance and Insurance	1,694	1,687	-7	-0.1%	\$54,384
Professional, Scientific, and Technical Services	1,488	1,662	174	2.2%	\$71,748
Wholesale Trade	1,735	1,611	-124	-1.5%	\$56,388
Administrative and Support and Waste Management and Remediation Services	1,263	1,440	177	2.7%	\$38,484
Transportation and Warehousing	1,257	1,339	82	1.3%	\$49,800
Other Services (except Public Administration)	1,183	1,254	71	1.2%	\$35,700
Agriculture, Forestry, Fishing and Hunting	494	599	105	3.9%	\$40,476
Information	565	560	-5	-0.2%	\$56,916
Utilities	476	530	54	2.2%	\$84,804
Management of Companies and Enterprises	573	508	-65	-2.4%	\$60,108
Mining, Quarrying, and Oil and Gas Extraction	460	485	25	1.1%	\$76,332
Real Estate and Rental and Leasing	349	359	10	0.6%	\$41,496
Arts, Entertainment, and Recreation	281	324	43	2.9%	\$24,264

SOURCE: LEHD QWI, 2020-2024 QUARTER 2 DATA, LEHD QWI 2023 ANNUAL AVERAGE FOR WAGES. ALL OWNERSHIP

LOCATION QUOTIENT

To understand the major industries within a region, an analysis of industry concentration or clustering can be useful. The Location Quotient (LQ) describes the concentration of an industry in a geographic region, in relation to the nation, with 1.0 being the national average. Industries with higher than 1.0 LQ indicate a concentration.

The South Central Region has higher concentrations in *Wood Product Manufacturing*, *Gasoline Stations and Fuel Dealers*, *Machinery Manufacturing*, and *Social Assistance*.



WOOD PRODUCT MANUFACTURING

2024 South Central Region Location Quotients

Industry	Employment	Location Quotient
Wood Product Manufacturing	1,417	8.8
Gasoline Stations and Fuel Dealers	1,472	3.6
Machinery Manufacturing	946	2.2
Social Assistance	3,951	2.2
Forestry and Logging	39	2.1
Nursing and Residential Care Facilities	2,361	1.8
Animal Production and Aquaculture	189	1.8
General Merchandise Retailers	2,255	1.8
Building Material and Garden Equipment and Supplies Dealers	909	1.7
Motor Vehicle and Parts Dealers	1,152	1.4
Goods-Producing	10,858	1.2
Credit Intermediation and Related Activities	1,215	1.2
Truck Transportation	714	1.2
Repair and Maintenance	645	1.1

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QUARTERLY CENSUS OF EMPLOYMENT AND WAGES 2024

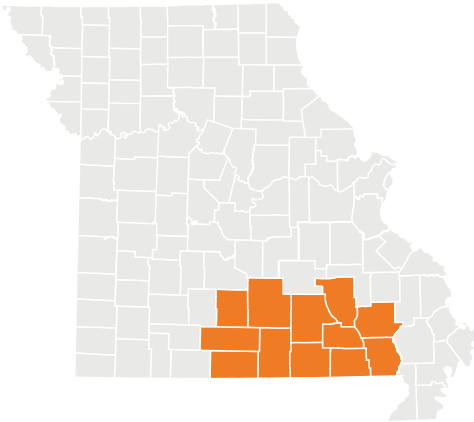
SOUTH CENTRAL REGION

Projected growth in industry helps to identify future employment needs for an area. Projections indicate that the largest industry growth in the South Central Region from 2022-2032 will be in the *Professional, Scientific, and Technical Services*; *Social Assistance*; *General Merchandise Retailers*; *Machinery Manufacturing*; and *Total Federal Government Employment*.

South Central Largest Growth Industries 2022-2032

	Employment 2022	Employment 2032	Change 2022-2032 Numeric	Change 2022-2032 Percent
Professional, Scientific, and Technical Services	1,365	1,928	563	41.2%
Social Assistance	4,052	4,526	474	11.7%
General Merchandise Retailers	2,511	2,862	351	14.0%
Machinery Manufacturing	1,895	2,195	300	15.8%
Total Federal Government Employment	1,443	1,601	158	10.9%
Religious, Grantmaking, Civic, Professional, and Similar Organizations	917	1,036	119	13.0%
Transit and Ground Passenger Transportation	209	295	86	41.1%
Merchant Wholesalers, Durable Goods	970	1,022	52	5.4%
Merchant Wholesalers, Nondurable Goods	684	735	51	7.5%
Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers	450	499	49	10.9%

SOURCE: MERIC INDUSTRY PROJECTIONS, 2022-2032



PROJECTED GROWTH BY INDUSTRY HELPS TO IDENTIFY FUTURE EMPLOYMENT NEEDS FOR AN AREA.

OCCUPATIONAL PROJECTIONS

MERIC produces occupational projections that estimates labor demand over a 10-year period. The current projections cycle projected industry and occupation employment from 2022-2032. MERIC categorizes these occupations using its Now-Next-Later method to help job seekers understand the training, education, and experience requirements for various occupations.

NOW jobs typically require short-term on-the-job training, little to no experience, and/or a high school diploma. Now occupations with the most projected openings are *Home Health and Personal Care Aides*; *Cashiers*; and *Stockers and Order Fillers*. *Home Health and Personal Care Aides*; *Stockers and Order Fillers*; and *Bartenders* are projected to be the fastest growing **Now** occupations over the next decade.

NEXT jobs typically require a non-degree certificate, associate degree, apprenticeship, some experience, or moderate- to long-term training. *Cooks, Restaurant*; *Miscellaneous Assemblers and Fabricators*; and *Heavy and Tractor-Trailer Truck Drivers* are projected to have the most openings for the **Next** category of occupations. *Industrial Machinery Mechanics*; *Cooks, Restaurant*; and *Maintenance and Repair Workers, General* are the fastest growing **Next** occupations.

LATER jobs typically require a bachelor's degree or higher. For **Later** occupations, *General and Operations Managers*; *Registered Nurses*; and *Elementary School Teachers, Except Special Education* are projected to have the most openings. *Registered Nurses* and *General and Operations Managers* are the fastest growing **Later** occupations.

South Central Region Fastest Growing Occupations



SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032

NOTE: OCCUPATIONS WITH ANNUAL TOTAL OPENINGS OF LESS THAN 50 ARE OMITTED

★ DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

SOUTH CENTRAL REGION

SOUTH CENTRAL REGION LONG-TERM OCCUPATIONAL PROJECTIONS BY TOP OPENINGS

OCCUPATION TITLE		2022 Estimated Employment	2032 Projected Employment	Annual Growth Openings	Annual Exits	Annual Transfers	Annual Total Openings	Median Wages
NOW OCCUPATIONS								
Home Health and Personal Care Aides	★	3,816	4,452	64	331	276	671	\$28,836
Cashiers	★	2,412	2,058	-35	215	217	397	\$27,079
Stockers and Order Fillers	★	1,290	1,450	16	85	134	235	\$30,264
Retail Salespersons	★	1,239	1,318	8	84	101	193	\$29,783
Laborers and Freight, Stock, and Material Movers, Hand	★	1,343	1,327	-2	64	108	170	\$30,629
NEXT OCCUPATIONS								
Cooks, Restaurant		709	873	16	54	64	134	\$29,632
Miscellaneous Assemblers and Fabricators		1,307	1,223	-8	54	80	126	\$33,963
Heavy and Tractor-Trailer Truck Drivers	★	1,124	1,078	-5	50	64	109	\$46,239
Maintenance and Repair Workers, General		865	896	3	39	40	82	\$40,362
Teaching Assistants, Except Postsecondary		724	670	-5	40	41	76	\$29,178
LATER OCCUPATIONS								
General and Operations Managers	★	1,839	1,950	11	47	102	160	\$59,986
Registered Nurses	★	1,443	1,616	17	51	32	100	\$74,421
Elementary School Teachers, Except Special Education		1,266	1,169	-10	41	40	71	\$45,809
Secondary School Teachers, Except Special and Career/Technical Education		931	855	-8	26	29	47	\$48,077
Substitute Teachers, Short-Term		413	392	-2	25	23	46	\$30,897

SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032

★ DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated from May 1, 2024 to April 30, 2025 by Lightcast™ for the South Central Region, jobs like *Registered Nurses*, *First-Line Supervisors of Retail Sales Workers*, and *Home Health and Personal Care Aides* had a high number of job postings in the region.

OCCUPATION TITLE	ONLINE JOB POSTINGS
NOW OCCUPATIONS	
Home Health and Personal Care Aides	240
Retail Salespersons	190
Merchandise Displayers and Window Trimmers	180
Cashiers	80
Customer Service Representatives	70
NEXT OCCUPATIONS	
First-Line Supervisors of Retail Sales Workers	240
Licensed Practical and Licensed Vocational Nurses	230
Heavy and Tractor-Trailer Truck Drivers	220
Pharmacy Technicians	100
Health Technologists and Technicians, All Other	100
LATER OCCUPATIONS	
Registered Nurses	660
Physical Therapists	170
Orthodontists	140
Obstetricians and Gynecologists	90
Medical and Health Services Managers	90

SOURCE: LIGHTCAST™, ONLINE JOB ADS FROM MAY 1, 2024 - APRIL 30, 2025

2025 ECONOMIC REPORT

SOUTHEAST REGION



The Southeast Region is comprised of 13 counties in the southeast portion of Missouri. The region is home to several cities including Cape Girardeau, Sikeston, Caruthersville, and Park Hills.

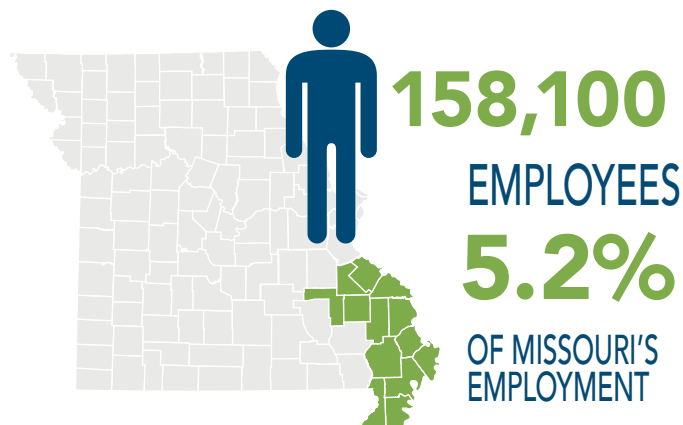
The Southeast Region workforce had more than 158,100 employees in 2024, making up 5.2 percent of Missouri's employment. In 2024, 51.7 percent of the workforce was female and 48.3 percent was male, while the Missouri average was 50.1 percent female and 49.9 percent male workers in the workforce. The regional average unemployment rate in 2024 was 4.1 percent, compared to 3.7 percent for Missouri and 4.0 percent for the nation.

The workforce is getting older in the Southeast Region, a trend continuing throughout Missouri and the U.S. In 2023, 23.9 percent of the workforce was age 55 or older, up from 20 percent a decade earlier. It was 23.5 percent for Missouri and 24.1 percent for the nation.

For the region, 11.8 percent of the workforce was non-white and 2.9 percent was Hispanic or Latino. This compares to the state averages of 18.1 percent non-white and 5.1 percent Hispanic or Latino.

In the Southeast Region, 3.2 percent of the region's population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 7.4 percent and the U.S. was at 23.8 percent.

The Southeast Region has a higher percentage of the population with a disability compared to the state and the nation. For the Southeast Region, 17.0 percent of the population has a disability compared to 12.6 percent in Missouri and 10.7 percent in the U.S.



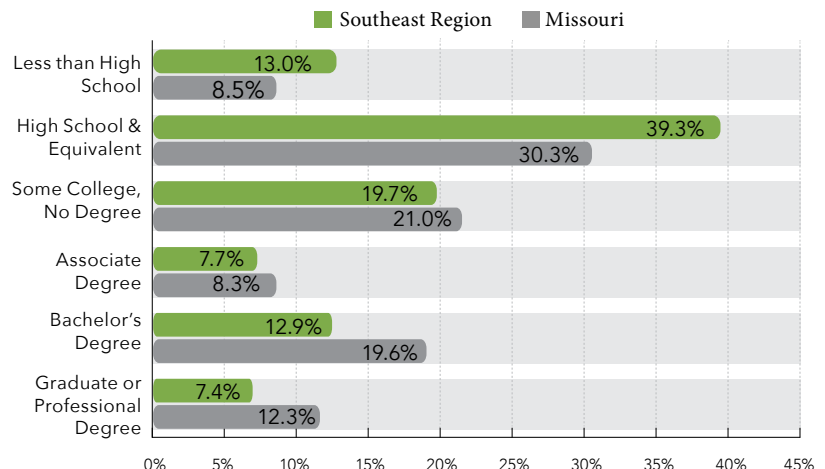
Workforce Demographics

	Southeast Region	Missouri	United States
Average Monthly Employment in 2024	158,150	3,016,886	161,346,000
Average Unemployment Rate in 2024	4.1%	3.7%	4.0%
Male	48.3%	49.9%	51.2%
Female	51.7%	50.1%	48.8%
Non-White	11.8%	18.1%	24.9%
Hispanic or Latino	2.9%	5.1%	18.3%
Ages 55 and Older	23.9%	23.5%	24.1%
With Disabilities (Ages 18-64)	17.0%	12.6%	10.7%
Below Poverty Levels (Ages 18-64)	16.2%	12.1%	11.6%
Language other than English (Ages 18-64)	3.2%	7.4%	23.8%
Education of Associate Degree or Higher (25 years & Older)	28.0%	40.2%	43.8%
Veterans (Age 18-64)	4.2%	4.7%	4.2%

SOURCE: QWI 2024 Q1; PRIVATE OWNERSHIP. CENSUS 2023 ACS 5 YEARS DATA, LAUS 2024 DATA

Educational attainment rates for the Southeast Region are lower than those of the state for bachelor's or advanced degrees. Twenty-eight percent of the region's population age 25 and older, has an associate, bachelor's, or advanced degree compared to 40.2 percent for the state, and 43.8 percent for the nation. About 13.0 percent of the region's population age 25 and older has less than high school education.

Educational Attainment



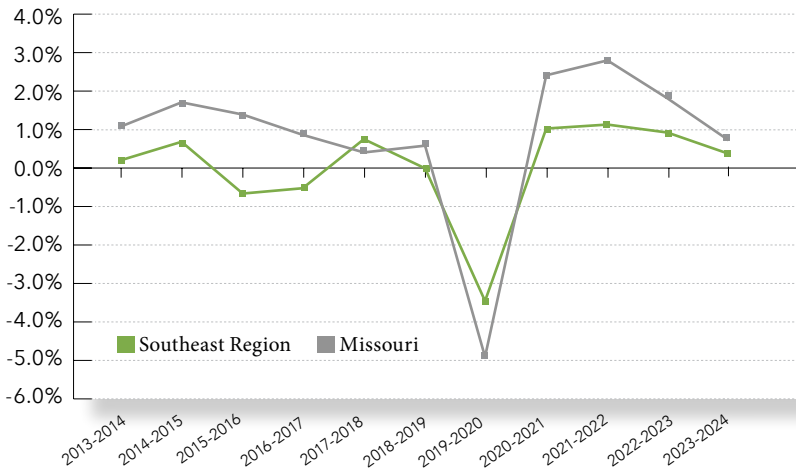
SOURCE: U.S. CENSUS BUREAU, ACS 2023 5 YEAR ESTIMATES

SOUTHEAST REGION

INDUSTRY ANALYSIS

The Southeast Region averaged over 139,600 jobs in 2024. The region gained 514 jobs in 2024, an increase of 0.4 percent. Missouri employment increased by 0.8 percent in 2024. From 2020 to 2024, the Southeast Region averaged a growth of 0.7 percent compounded annually for an overall gain of 3.7 percent. During that same period (2020-2024) Missouri's compound annual employment gain was 1.6 percent for an overall gain of 8.3 percent.

Southeast Region Employment Annual Growth Rate



SOURCE: BUREAU OF LABOR STATISTICS, QCEW

Health Care and Social Assistance was the largest employing industry in the region in 2024 with employment totaling nearly 32,000. Employment in the industry increased by 1,635 when compared to 2020. *Retail Trade* was the second largest industry, followed by *Manufacturing* and *Educational Services*.

The *Manufacturing*; *Public Administration*; *Information*; *Mining, Quarrying, and Oil and Gas Extraction*; and *Administrative and Support and Waste Management and Remediation Services* industry sectors decreased in employment between 2020 and 2024 in the Southeast Region.

Southeast Region Top Employing Industries

	Employment 2020	Employment 2024	Net Change	2020- 2024 CAGR	2023 Annual Wages
Health Care and Social Assistance	30,244	31,879	1,635	1.1%	\$45,012
Retail Trade	14,881	17,279	2,398	3.0%	\$36,540
Manufacturing	18,530	16,503	-2,027	-2.3%	\$63,516
Educational Services	11,677	12,045	368	0.6%	\$38,652
Accommodation and Food Services	9,283	11,023	1,740	3.5%	\$21,816
Construction	6,060	6,555	495	1.6%	\$60,792
Public Administration	6,335	5,883	-452	-1.5%	\$44,304
Wholesale Trade	5,527	5,721	194	0.7%	\$74,340
Transportation and Warehousing	4,930	5,004	74	0.3%	\$58,248
Administrative and Support and Waste Management and Remediation Services	4,446	4,424	-22	-0.1%	\$45,708
Finance and Insurance	3,830	4,033	203	1.0%	\$65,340
Professional, Scientific, and Technical Services	3,347	3,498	151	0.9%	\$68,688
Other Services (except Public Administration)	2,862	3,151	289	1.9%	\$40,176
Agriculture, Forestry, Fishing and Hunting	2,057	2,137	80	0.8%	\$48,132
Arts, Entertainment, and Recreation	1,504	1,629	125	1.6%	\$34,128
Real Estate and Rental and Leasing	1,287	1,329	42	0.6%	\$45,264
Information	1,584	1,318	-266	-3.6%	\$64,488
Utilities	1,119	1,178	59	1.0%	\$87,264
Management of Companies and Enterprises	1,028	1,086	58	1.1%	\$63,120
Mining, Quarrying, and Oil and Gas Extraction	1,005	971	-34	-0.7%	\$77,112

SOURCE: LEHD QWI, 2020-2024 QUARTER 2 DATA, LEHD QWI 2023 ANNUAL AVERAGE FOR WAGES.
ALL OWNERSHIP

LOCATION QUOTIENT

To understand the major industries within a region, an analysis of industry concentration or clustering can be useful. The Location Quotient (LQ) describes the concentration of an industry in a geographic region, in relation to the nation, with 1.0 being the national average. Industries with higher than 1.0 LQ indicate a concentration.

The Southeast Region had higher concentrations in *Mining (except Oil and Gas)*; *Gasoline Stations and Fuel Dealers*; *Crop Production*; *Social Assistance*; *Wood Product Manufacturing*; *Nursing and Residential Care Facilities*; and *Truck Transportation*.



MINING (EXCEPT OIL AND GAS)

2024 Southeast Region Location Quotients

Industry	Employment	Location Quotient
Mining (except Oil and Gas)	555	3.2
Gasoline Stations and Fuel Dealers	2,899	3.1
Crop Production	1,313	2.7
Social Assistance	9,025	2.1
Wood Product Manufacturing	741	2.0
Nursing and Residential Care Facilities	5,929	2.0
Truck Transportation	2,675	2.0
General Merchandise Retailers	4,578	1.6
Support Activities for Agriculture and Forestry	532	1.5
Building Material and Garden Equipment and Supplies Dealers	1,699	1.4
Motor Vehicle and Parts Dealers	2,477	1.3
Nonmetallic Mineral Product Manufacturing	462	1.2
Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers	1,666	1.2
Health and Personal Care Retailers	1,198	1.2

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QUARTERLY CENSUS OF
EMPLOYMENT AND WAGES 2024

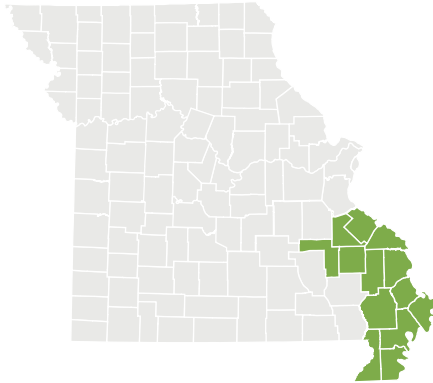
SOUTHEAST REGION

Projected growth in industry helps to identify future employment needs for an area. Projections indicate that the largest industry growth in the Southeast Region from 2022-2032 will be in the *Hospitals; Nonmetallic Mineral Product Manufacturing; Management of Companies and Enterprises; General Merchandise Retailers; and Construction of Buildings*.

Southeast Region Largest Growth Industries 2022-2032

	Employment 2022	Employment 2032	Change 2022-2032 Numeric	Change 2022-2032 Percent
Hospitals	8,412	9,270	858	10.2%
Nonmetallic Mineral Product Manufacturing	1,529	2,106	577	37.7%
Management of Companies and Enterprises	1,014	1,386	372	36.7%
General Merchandise Retailers	4,490	4,854	364	8.1%
Construction of Buildings	1,529	1,843	314	20.5%
Real Estate	1,021	1,304	283	27.7%
Amusement, Gambling, and Recreation Industries	1,040	1,320	280	26.9%
Repair and Maintenance	1,289	1,566	277	21.5%
Nursing and Residential Care Facilities	5,613	5,832	219	3.9%
Machinery Manufacturing	730	893	163	22.3%

SOURCE: MERIC INDUSTRY PROJECTIONS, 2022-2032



PROJECTED GROWTH BY INDUSTRY HELPS TO IDENTIFY FUTURE EMPLOYMENT NEEDS FOR AN AREA.

OCCUPATIONAL PROJECTIONS

MERIC produces occupational projections that estimates labor demand over a 10-year period. The current projections cycle projected industry and occupation employment from 2022-2032. MERIC categorizes these occupations using its Now-Next-Later method to help job seekers understand the training, education, and experience requirements for various occupations.

NOW jobs typically require short-term on-the-job training, little to no experience, and/or a high school diploma. Now occupations with the most projected openings are *Home Health and Personal Care Aides; Cashiers; and Stockers and Order Fillers*. *Amusement and Recreation Attendants; Home Health and Personal Care Aides; and Receptionists and Information Clerks* are projected to be the fastest growing Now occupations over the next decade.

NEXT jobs typically require a non-degree certificate, associate degree, apprenticeship, some experience, or moderate- to long-term training. *Nursing Assistants; Heavy and Tractor-Trailer Truck Drivers; and Cooks, Restaurant* are projected to have the most openings for the Next category of occupations. *Cabinetmakers and Bench Carpenters; Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic; and Medical Assistants* are the fastest growing Next occupations.

LATER jobs typically require a bachelor's degree or higher. For Later occupations, *General and Operations Managers; Registered Nurses; and Elementary School Teachers, Except Special Education* are projected to have the most openings. *Registered Nurses; Human Resources Specialists; and Accountants and Auditors* are the fastest growing Later occupations.

Southeast Region Fastest Growing Occupations



SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032

NOTE: OCCUPATIONS WITH ANNUAL TOTAL OPENINGS OF LESS THAN 50 ARE OMITTED

★ DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

SOUTHEAST REGION

SOUTHEAST REGION LONG-TERM OCCUPATIONAL PROJECTIONS BY TOP OPENINGS

OCCUPATION TITLE		2022 Estimated Employment	2032 Projected Employment	Annual Growth Openings	Annual Exits	Annual Transfers	Annual Total Openings	Median Wages
NOW OCCUPATIONS								
Home Health and Personal Care Aides	★	8,901	9,927	103	753	628	1,484	\$29,067
Cashiers	★	5,061	4,880	-18	478	482	942	\$27,161
Stockers and Order Fillers		3,367	3,497	13	214	336	563	\$33,547
Retail Salespersons	★	3,040	3,008	-3	198	239	434	\$30,419
Waiters and Waitresses		2,041	2,003	-4	174	244	414	\$29,673
NEXT OCCUPATIONS								
Nursing Assistants	★	2,519	2,685	17	165	204	386	\$34,569
Heavy and Tractor-Trailer Truck Drivers	★	3,692	3,622	-7	166	214	373	\$48,279
Cooks, Restaurant		1,663	1,608	-6	112	133	239	\$29,494
Miscellaneous Assemblers and Fabricators		1,648	1,674	3	70	105	178	\$36,581
Maintenance and Repair Workers, General	★	1,824	1,914	9	82	85	176	\$41,866
LATER OCCUPATIONS								
General and Operations Managers	★	4,269	4,342	7	107	231	345	\$63,344
Registered Nurses	★	4,137	4,493	36	143	89	268	\$75,253
Elementary School Teachers, Except Special Education		1,673	1,626	-5	55	54	104	\$46,577
Secondary School Teachers, Except Special and Career/Technical Education		1,701	1,652	-5	49	54	98	\$58,269
Substitute Teachers, Short-Term		718	696	-2	44	40	82	\$32,442

SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032

★ DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated from May 1, 2024 to April 30, 2025 by Lightcast™ for the Southeast Region, jobs like *Registered Nurses*; *Heavy and Tractor-Trailer Truck Drivers*; *Licensed Practical & Licensed Vocational Nurses*; and *Retail Salespersons* had a high number of job postings in the region.

OCCUPATION TITLE	ONLINE JOB POSTINGS
NOW OCCUPATIONS	
Retail Salespersons	440
Home Health and Personal Care Aides	280
Merchandise Displayers and Window Trimmers	260
Cashiers	190
Customer Service Representatives	180
NEXT OCCUPATIONS	
Heavy and Tractor-Trailer Truck Drivers	570
Licensed Practical and Licensed Vocational Nurses	460
First-Line Supervisors of Retail Sales Workers	440
Health Technologists and Technicians, All Other	290
Food Service Managers	220
LATER OCCUPATIONS	
Registered Nurses	1,470
Physical Therapists	200
Pharmacists	150
General and Operations Managers	130
Speech-Language Pathologists	120

SOURCE: LIGHTCAST™, ONLINE JOB ADS FROM MAY 1, 2024 - APRIL 30, 2025

2025 ECONOMIC REPORT

SOUTHWEST REGION



The Southwest Region is comprised of seven counties in the southwest corner of Missouri. This region is home to several cities including Joplin, Neosho, and Monett.

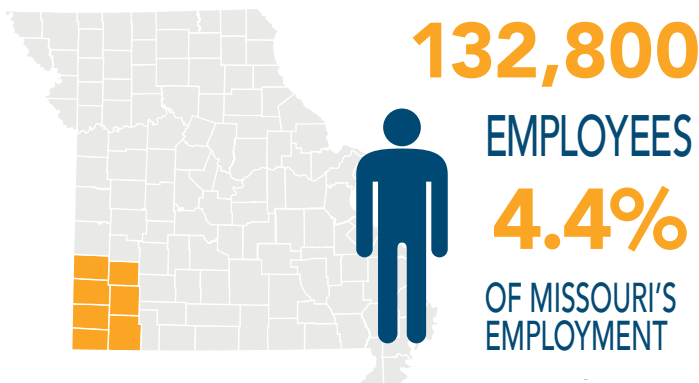
The Southwest Region workforce had more than 132,800 employees in 2024, making up 4.4 percent of Missouri's employment. In 2024, 46.5 percent of the workforce was female and 53.5 percent was male, while the Missouri average was 50.1 percent female and 49.9 percent male workers in the workforce. The regional average unemployment rate in 2024 was 3.8 percent, compared to 3.7 percent for Missouri and 4.0 percent for the nation.

The workforce is getting older in the Southwest Region, a trend continuing throughout Missouri and the U.S. In 2024, 23.8 percent of the workforce was age 55 or older, up from 20 percent a decade earlier. It was 23.5 percent for Missouri and 24.1 percent for the nation.

For the region, 10.5 percent of the workforce was non-white and 9.2 percent was Hispanic or Latino. This compares to the state averages of 18.1 percent non-white and 5.1 percent Hispanic or Latino.

In the Southwest Region, 8.5 percent of the population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 7.4 percent and the U.S. was at 23.8 percent.

The Southwest Region has a slightly higher percentage of the population with a disability compared to the state and the nation. For the Southwest Region, 14.3 percent of the population had a disability compared to 12.6 percent in Missouri and 10.7 percent in the U.S.



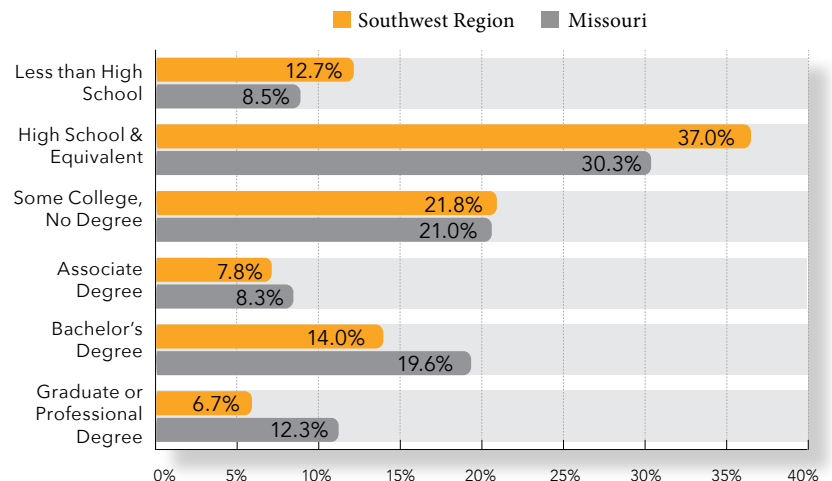
Workforce Demographics

	Southwest Region	Missouri	United States
Average Monthly Employment in 2024	132,852	3,016,886	161,346,000
Average Unemployment Rate in 2024	3.8%	3.7%	4.0%
Male	53.5%	49.9%	51.2%
Female	46.5%	50.1%	48.8%
Non-White	10.5%	18.1%	24.9%
Hispanic or Latino	9.2%	5.1%	18.3%
Ages 55 and Older	23.8%	23.5%	24.1%
With Disabilities (Ages 18-64)	14.3%	12.6%	10.7%
Below Poverty Levels (Ages 18-64)	15.9%	12.1%	11.6%
Language other than English (Ages 18-64)	8.5%	7.4%	23.8%
Education of Associate Degree or Higher (25 years & Older)	28.5%	40.2%	43.8%
Veterans (Age 18-64)	5.2%	4.7%	4.2%

SOURCE: QWI 2024 Q1; PRIVATE OWNERSHIP. CENSUS 2023 ACS 5 YEARS DATA, LAUS 2024 DATA

Educational attainment rates for the Southwest Region are lower than those of the state for bachelor's or advanced degrees. Twenty-eight percent of the region's population age 25 and older, has an associate, bachelor's, or advanced degree compared to 40.2 percent for the state, and 43.8 percent for the nation. About 12.7 percent of the region's population age 25 and older has less than high school education.

Educational Attainment



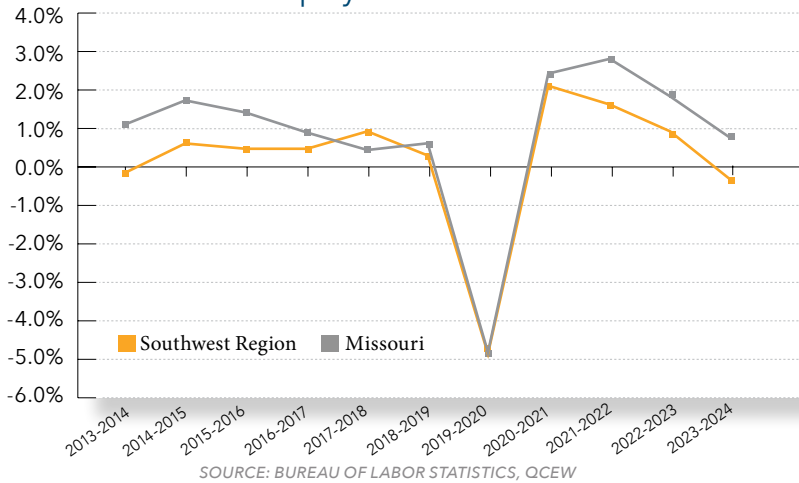
SOURCE: U.S. CENSUS BUREAU, ACS 2023 5 YEAR ESTIMATES

SOUTHWEST REGION

INDUSTRY ANALYSIS

The Southwest Region averaged over 113,500 jobs in 2024. Employment in the region declined by 0.3 percent from 2023. Missouri employment increased by 0.8 percent in 2024. From 2020 to 2024, the Southwest Region averaged 0.9 percent compound annual growth for an overall increase of 4.7 percent. During that same period (2020-2024) Missouri's compound annual employment gain was 1.6 percent for an overall gain of 8.3 percent.

Southwest Employment Annual Growth Rate



Manufacturing was the largest employing industry in the region in 2024 with almost 22,400 jobs. *Health Care and Social Assistance* was the second largest industry in the region with over 16,300 jobs. *Professional, Scientific, and Technical Services* was the fastest growing industry from 2020 to 2024, increasing by a compound annualized growth rate of 8.3 percent. *Transportation and Warehousing* gained 2,118 jobs at a compound annual growth rate of 6.5 percent from 2020 to 2024.

Manufacturing declined by 1,503 in employment from 2020 to 2024. Other industry sectors in the Southwest Region that decreased in employment between 2020 and 2024 were *Administrative and Support and Waste Management and Remediation Services*; *Management of Companies and Enterprises*; *Health Care and Social Assistance*; *Finance and Insurance*; and *Real Estate and Rental and Leasing*.

Southwest Region Top Employing Industries

	Employment 2020	Employment 2024	Net Change	2020- 2024 CAGR	2023 Annual Wages
Manufacturing	23,940	22,437	-1,503	-1.3%	\$56,832
Health Care and Social Assistance	16,404	16,309	-95	-0.1%	\$60,348
Retail Trade	12,625	14,480	1,855	2.8%	\$37,632
Educational Services	10,388	10,680	292	0.6%	\$41,964
Accommodation and Food Services	7,892	9,005	1,113	2.7%	\$22,860
Transportation and Warehousing	5,750	7,868	2,118	6.5%	\$55,152
Construction	4,345	5,235	890	3.8%	\$58,284
Professional, Scientific, and Technical Services	3,183	4,747	1,564	8.3%	\$73,272
Wholesale Trade	4,154	4,623	469	2.2%	\$67,716
Administrative and Support and Waste Management and Remediation Services	5,368	4,014	-1,354	-5.6%	\$42,132
Other Services (except Public Administration)	2,668	2,997	329	2.4%	\$42,744
Public Administration	2,566	2,758	192	1.5%	\$39,504
Finance and Insurance	2,370	2,311	-59	-0.5%	\$61,272
Agriculture, Forestry, Fishing and Hunting	1,666	1,807	141	1.6%	\$46,872
Management of Companies and Enterprises	1,722	1,343	-379	-4.9%	\$79,920
Information	952	976	24	0.5%	\$50,472
Utilities	840	936	96	2.2%	\$77,940
Arts, Entertainment, and Recreation	686	849	163	4.4%	\$28,248
Real Estate and Rental and Leasing	817	776	-41	-1.0%	\$46,128
Mining, Quarrying, and Oil and Gas Extraction	129	166	37	5.2%	\$62,136

SOURCE: LEHD QWI, 2020-2024 QUARTER 2 DATA, LEHD QWI 2023 ANNUAL AVERAGE FOR WAGES. ALL OWNERSHIP

LOCATION QUOTIENT

To understand the major industries within a region, an analysis of industry concentration or clustering can be useful. The Location Quotient (LQ) describes the concentration of an industry in a geographic region, in relation to the nation, with 1.0 being the national average. Industries with higher than 1.0 LQ indicate a concentration.

The Southwest Region had higher concentrations in *Food Manufacturing*; *Animal Production and Aquaculture*; *Furniture and Related Product Manufacturing*; *Truck Transportation*; *Fabricated Metal Product Manufacturing*; and *Gasoline Stations and Fuel Dealers*.



FOOD MANUFACTURING

2024 Southwest Region Location Quotients

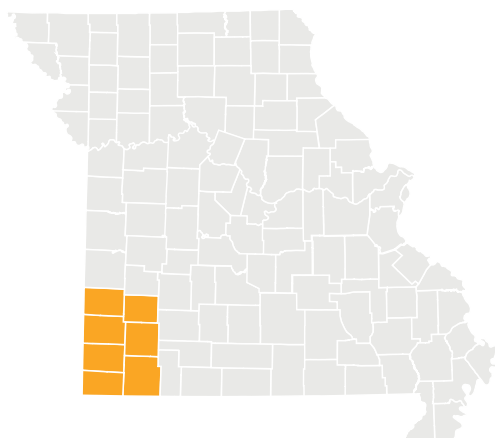
Industry	Employment	Location Quotient
Food Manufacturing	7,292	5.6
Animal Production and Aquaculture	1,088	5.6
Furniture and Related Product Manufacturing	1,249	5.0
Truck Transportation	4,785	4.3
Fabricated Metal Product Manufacturing	3,066	2.9
Gasoline Stations and Fuel Dealers	2,055	2.7
Electrical Equipment, Appliance, and Component Manufacturing	791	2.6
General Merchandise Retailers	5,292	2.2
Paper Manufacturing	572	2.2
Utilities	682	1.6
Building Material and Garden Equipment and Supplies Dealers	1,552	1.5
Nonmetallic Mineral Product Manufacturing	435	1.4
Warehousing and Storage	1,963	1.4
Motor Vehicle and Parts Dealers	1,989	1.3

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QUARTERLY CENSUS OF EMPLOYMENT AND WAGES 2024

SOUTHWEST REGION

Projected growth in industry helps to identify future employment needs for an area.

Projections indicate that the largest industry growth in the Southwest Region from 2022-2032 will be in *Hospitals; Food Manufacturing; Motor Vehicle and Parts Dealers; Professional, Scientific, and Technical Services; and Paper Manufacturing.*



Southwest Largest Growth Industries 2022-2032

	Employment 2022	Employment 2032	Change 2022-2032 Numeric	Change 2022-2032 Percent
Hospitals	6,318	7,693	1,375	21.8%
Food Manufacturing	9,091	10,016	925	10.2%
Motor Vehicle and Parts Dealers	2,039	2,375	336	16.5%
Professional, Scientific, and Technical Services	3,222	3,531	309	9.6%
Paper Manufacturing	806	1,034	228	28.3%
Local Government, Excluding Education and Hospitals	3,822	4,023	201	5.3%
Social Assistance	2,972	3,159	187	6.3%
Health and Personal Care Retailers	619	772	153	24.7%
Utilities	727	873	146	20.1%
Total Federal Government Employment	708	836	128	18.1%

SOURCE: MERIC INDUSTRY PROJECTIONS, 2022-2032

PROJECTED GROWTH BY INDUSTRY HELPS TO IDENTIFY FUTURE EMPLOYMENT NEEDS FOR AN AREA.

OCCUPATIONAL PROJECTIONS

MERIC produces occupational projections that estimates labor demand over a 10-year period. The current projections cycle projected industry and occupation employment from 2022-2032. MERIC categorizes these occupations using its Now-Next-Later method to help job seekers understand the training, education, and experience requirements for various occupations.

NOW jobs typically require short-term on-the-job training, little to no experience, and/or a high school diploma. **Now** occupations with the most projected openings are *Stockers and Order Fillers; Cashiers; and Laborers and Freight, Stock, and Material Movers, Hand.* *Home Health and Personal Care Aides; Light Truck Drivers; and Stockers and Order Fillers* are projected to be the fastest growing **Now** occupations over the next decade.

NEXT jobs typically require a non-degree certificate, associate degree, apprenticeship, some experience, or moderate- to long-term training. *Heavy and Tractor-Trailer Truck Drivers; Cooks, Restaurant; and Nursing Assistants* are projected to have the most openings for the **Next** category of occupations. *Pharmacy Technicians; Cooks, Restaurant; and Food Batchmakers* are the fastest growing **Next** occupations.

LATER jobs typically require a bachelor's degree or higher. For **Later** occupations, *General and Operations Managers, Registered Nurses, and Elementary School Teachers, Except Special Education* are projected to have the most openings. *Registered Nurses; Accountants and Auditors; and Substitute Teachers, Short-Term* are the fastest growing **Later** occupations.

Southwest Region Fastest Growing Occupations



SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032

NOTE: OCCUPATIONS WITH ANNUAL TOTAL OPENINGS OF LESS THAN 50 ARE OMITTED

★ DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

SOUTHWEST REGION

SOUTHWEST REGION LONG-TERM OCCUPATIONAL PROJECTIONS BY TOP OPENINGS

OCCUPATION TITLE		2022 Estimated Employment	2032 Projected Employment	Annual Growth Openings	Annual Exits	Annual Transfers	Annual Total Openings	Median Wages
NOW OCCUPATIONS								
Stockers and Order Fillers		3,500	3,851	35	229	360	624	\$33,610
Cashiers	★	3,457	3,167	-29	318	321	610	\$27,536
Laborers and Freight, Stock, and Material Movers, Hand	★	3,224	3,508	28	161	274	463	\$36,072
Retail Salespersons	★	2,696	2,880	18	183	221	422	\$30,215
Home Health and Personal Care Aides	★	2,204	2,530	33	189	158	380	\$31,239
NEXT OCCUPATIONS								
Heavy and Tractor-Trailer Truck Drivers	★	4,675	4,645	-3	211	273	481	\$49,358
Cooks, Restaurant		1,165	1,394	23	87	104	214	\$29,295
Nursing Assistants		1,245	1,348	10	82	102	194	\$34,606
Maintenance and Repair Workers, General	★	1,803	1,918	12	82	85	179	\$46,714
First-Line Supervisors of Food Preparation and Serving Workers	★	927	967	4	48	91	143	\$34,376
LATER OCCUPATIONS								
General and Operations Managers	★	3,994	4,136	14	101	218	333	\$58,323
Registered Nurses	★	3,089	3,607	52	111	69	232	\$72,005
Elementary School Teachers, Except Special Education		1,500	1,562	6	51	50	107	\$47,114
Secondary School Teachers, Except Special and Career/Technical Education		1,249	1,303	5	37	41	83	\$53,052
Accountants and Auditors		663	707	4	21	31	56	\$65,069

SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032

★ DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated from May 1, 2024 to April 30, 2025 by Lightcast™ for the Southwest Region, jobs like *Registered Nurses*; *Heavy and Tractor-Trailer Truck Drivers*; and *Retail Salespersons* had a high number of job postings in the region.

OCCUPATION TITLE	ONLINE JOB POSTINGS
NOW OCCUPATIONS	
Retail Salespersons	530
Home Health and Personal Care Aides	300
Merchandise Displayers and Window Trimmers	290
Laborers and Freight, Stock, and Material Movers, Hand	250
Cashiers	220
NEXT OCCUPATIONS	
Heavy and Tractor-Trailer Truck Drivers	760
First-Line Supervisors of Retail Sales Workers	430
Licensed Practical and Licensed Vocational Nurses	320
Production Workers, All Other	300
Maintenance and Repair Workers, General	270
LATER OCCUPATIONS	
Registered Nurses	1,290
Physical Therapists	260
Physicians, All Other	250
Nurse Practitioners	160
Medical and Health Services Managers	140

SOURCE: LIGHTCAST™, ONLINE JOB ADS FROM MAY 1, 2024 - APRIL 30, 2025

2025 ECONOMIC REPORT

ST. LOUIS

REGION



The St. Louis Region is comprised of five counties and is located in the east central part of Missouri. The region is home to several cities, including Arnold, Washington, St. Charles, St. Peters, Florissant, O'Fallon, Chesterfield, and the City of St. Louis.

The St. Louis Region workforce had more than 1,056,400 employees in 2024, making up 35 percent of Missouri's employment. In 2024, 50.4 percent of the workforce was female and 49.6 percent was male, while the Missouri average was 50.1 percent female and 49.9 percent male workers in the workforce. The regional average unemployment rate in 2024 was 3.5 percent, compared to 3.7 percent for Missouri and 4.0 percent for the nation.

The workforce is getting older in the St. Louis Region, a trend continuing throughout Missouri and the U.S. In 2024, 23.9 percent of the workforce was age 55 or older, up from 19 percent a decade earlier. It was 23.5 percent for Missouri and 24.1 percent for the nation.

For the region, 24.1 percent of the workforce was non-white and 3.9 percent was Hispanic or Latino. This compares to the state averages of 18.1 percent non-white and 5.1 percent Hispanic or Latino.

In the St. Louis Region, 9.1 percent of the region's population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 7.4 percent and the U.S. was at 23.8 percent.

Workforce Demographics

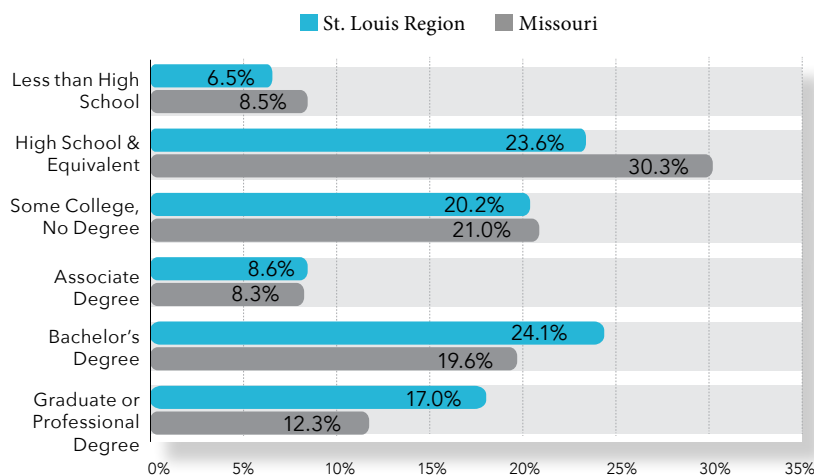
	St. Louis Region	Missouri	United States
Average Monthly Employment in 2024	1,056,407	3,016,886	161,346,000
Average Unemployment Rate in 2024	3.5%	3.7%	4.0%
Male	49.6%	49.9%	51.2%
Female	50.4%	50.1%	48.8%
Non-White	24.1%	18.1%	24.9%
Hispanic or Latino	3.9%	5.1%	18.3%
Ages 55 and Older	23.9%	23.5%	24.1%
With Disabilities (Ages 18-64)	10.4%	12.6%	10.7%
Below Poverty Levels (Ages 18-64)	9.2%	12.1%	11.6%
Language other than English (Ages 18-64)	9.1%	7.4%	23.8%
Education of Associate Degree or Higher (25 years & Older)	49.7%	40.2%	43.8%
Veterans (Age 18-64)	3.8%	4.7%	4.2%

SOURCE: QWI 2024 Q1; PRIVATE OWNERSHIP. CENSUS 2023 ACS 5 YEARS DATA, LAUS 2024 DATA

The St. Louis Region has a lower percentage of the population with a disability compared to the state, but closely matched to the nation. For the St. Louis Region, 10.4 percent of the population has a disability compared to 12.1 percent in Missouri and 10.7 percent in the U.S.

Educational attainment rates for the St. Louis Region are greater than those of the state for bachelor's or advanced degrees. About fifty percent of the region's population age 25 and older, has an associate, bachelor's, or advanced degree compared to 40.2 percent for the state, and 43.8 percent for the nation. About 6.5 percent of the region's population age 25 and older has less than high school education.

Educational Attainment



SOURCE: U.S. CENSUS BUREAU, ACS 2023 5 YEAR ESTIMATES

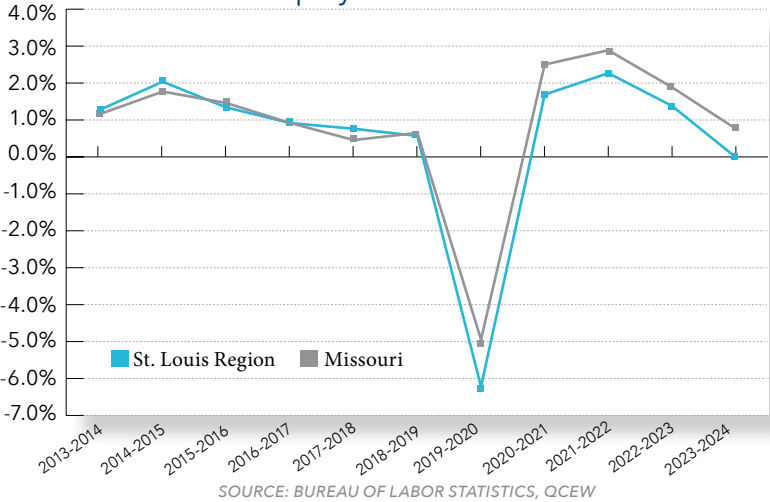
1,056,400
EMPLOYEES
35%
OF MISSOURI'S
EMPLOYMENT

ST. LOUIS REGION

INDUSTRY ANALYSIS

The St. Louis Region averaged over one million jobs in 2024 and employment in the region was steady from 2023. Missouri employment increased by 0.8 percent in 2024. From 2020 to 2024, the St. Louis Region averaged 1.1 percent compound annual growth for an overall increase of 5.6 percent. During that same period (2020-2024) Missouri's compound annual employment gain was 1.6 percent for an overall gain of 8.3 percent.

St. Louis Employment Annual Growth Rate



Health Care and Social Assistance was the largest employing industry in the St. Louis Region in 2024. The industry's employment of over 194,600 is nearly double that of the next largest industry. *Retail Trade* was the second largest industry, with employment of 106,346.

The industry sectors with the largest increase in employment were *Accommodation and Food Services* and *Health Care and Social Assistance*, with an increase of over 18,500 and 17,100 jobs, respectively. *Manufacturing* grew at a compound annualized rate of 0.9 percent.

Management of Companies and Enterprises was the only one sector in the St. Louis Region that declined in employment between 2020 and 2024.

St. Louis Region Top Employing Industries

	Employment 2020	Employment 2024	Net Change	2020- 2024 CAGR	2023 Annual Wages
Health Care and Social Assistance	177,565	194,696	17,131	1.9%	\$66,768
Retail Trade	100,555	106,346	5,791	1.1%	\$43,560
Accommodation and Food Services	80,084	98,591	18,507	4.2%	\$29,112
Manufacturing	93,959	98,465	4,506	0.9%	\$93,000
Educational Services	78,156	84,418	6,262	1.6%	\$61,500
Professional, Scientific, and Technical Services	71,832	77,600	5,768	1.6%	\$104,400
Administrative and Support and Waste Management and Remediation Services	70,640	76,524	5,884	1.6%	\$61,740
Finance and Insurance	63,550	65,964	2,414	0.7%	\$103,764
Construction	53,444	61,983	8,539	3.0%	\$81,228
Wholesale Trade	54,788	58,149	3,361	1.2%	\$96,816
Transportation and Warehousing	36,655	40,000	3,345	1.8%	\$57,864
Management of Companies and Enterprises	42,548	39,299	-3,249	-1.6%	\$123,312
Other Services (except Public Administration)	29,710	32,923	3,213	2.1%	\$49,824
Information	26,436	28,034	1,598	1.2%	\$138,300
Arts, Entertainment, and Recreation	18,161	25,537	7,376	7.1%	\$45,864
Public Administration	17,081	20,412	3,331	3.6%	\$59,832
Real Estate and Rental and Leasing	18,002	19,664	1,662	1.8%	\$66,048
Utilities	5,475	6,075	600	2.1%	\$95,856
Agriculture, Forestry, Fishing and Hunting	1,073	1,977	904	13.0%	\$51,600

SOURCE: LEHD QWI, 2020-2024 QUARTER 2 DATA, LEHD QWI 2023 ANNUAL AVERAGE FOR WAGES. ALL OWNERSHIP

LOCATION QUOTIENT

To understand the major industries within a region, an analysis of industry concentration or clustering can be useful. The Location Quotient (LQ) describes the concentration of an industry in a geographic region, in relation to the nation, with 1.0 being the national average. Industries with higher than 1.0 LQ indicate a concentration.

The St. Louis Region has higher concentrations in *Management of Companies and Enterprises*, *Chemical Manufacturing*, *Hospitals*, *Machinery Manufacturing*, *Beverage and Tobacco Product Manufacturing*, and *Printing and Related Support Activities*.



HIGHEST 2024
LQ 2.0

MANAGEMENT OF COMPANIES & ENTERPRISES

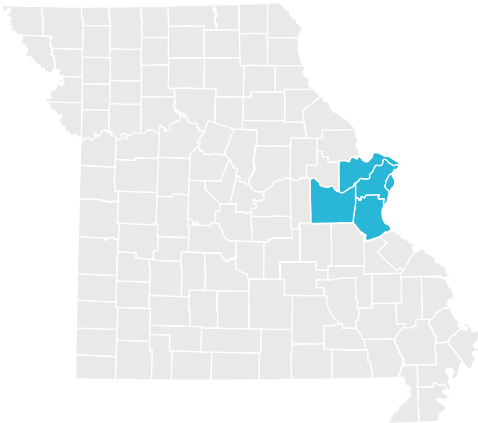
2024 St. Louis Region Location Quotients

Industry	Employment	Location Quotient
Management of Companies and Enterprises	35,864	2.0
Chemical Manufacturing	11,953	1.9
Hospitals	62,975	1.7
Machinery Manufacturing	11,722	1.5
Beverage and Tobacco Product Manufacturing	3,397	1.5
Printing and Related Support Activities	3,589	1.5
Social Assistance	44,979	1.4
Educational Services	29,715	1.3
Insurance Carriers and Related Activities	23,880	1.3
Museums, Historical Sites, and Similar Institutions	1,632	1.3
Merchant Wholesalers, Durable Goods	31,171	1.3
Securities, Commodity Contracts, and Other Financial Investments and Related Activities	9,546	1.3
Telecommunications	5,190	1.2
Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Service	4,052	1.2
Performing Arts, Spectator Sports, and Related Industries	4,733	1.2

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QUARTERLY CENSUS OF EMPLOYMENT AND WAGES 2024

ST. LOUIS REGION

Projected growth in industry helps to identify future employment needs for an area. Projections indicate that the largest industry growth in the St. Louis Region from 2022-2032 will be in the *Hospitals; Ambulatory Health Care Services; Amusement, Gambling, and Recreation Industries; Warehousing and Storage; and Food Services and Drinking Places*.



St. Louis Largest Growth Industries 2022-2032

	Employment 2022	Employment 2032	Change 2022-2032 Numeric	Change 2022-2032 Percent
Hospitals	68,984	89,414	20,430	29.6%
Ambulatory Health Care Services	48,044	54,218	6,174	12.9%
Amusement, Gambling, and Recreation Industries	11,411	15,827	4,416	38.7%
Warehousing and Storage	9,387	12,960	3,573	38.1%
Food Services and Drinking Places	82,300	85,655	3,355	4.1%
Insurance Carriers and Related Activities	36,412	39,765	3,353	9.2%
Real Estate	13,110	16,284	3,174	24.2%
Specialty Trade Contractors	36,979	39,864	2,885	7.8%
Administrative and Support Services	60,657	63,531	2,874	4.7%
General Merchandise Retailers	20,297	22,980	2,683	13.2%

SOURCE: MERIC INDUSTRY PROJECTIONS, 2022-2032

PROJECTED GROWTH BY INDUSTRY HELPS TO IDENTIFY FUTURE EMPLOYMENT NEEDS FOR AN AREA.

OCCUPATIONAL PROJECTIONS

MERIC produces occupational projections that estimates labor demand over a 10-year period. The current projections cycle projected industry and occupation employment from 2022-2032. MERIC categorizes these occupations using its Now-Next-Later method to help job seekers understand the training, education, and experience requirements for various occupations.

NOW jobs typically require short-term on-the-job training, little to no experience, and/or a high school diploma. **Now** occupations with the most projected openings are *Home Health and Personal Care Aides; Stockers and Order Fillers; and Cashiers. Locker Room, Coatroom, and Dressing Room Attendants; Amusement and Recreation Attendants; and Home Health and Personal Care Aides* are projected to be the fastest growing **Now** occupations over the next decade.

NEXT jobs typically require a non-degree certificate, associate degree, apprenticeship, some experience, or moderate- to long-term training. *Cooks, Restaurant; Nursing Assistants; and Heavy and Tractor-Trailer Truck Drivers* are projected to have the most openings for the **Next** category of occupations. *Respiratory Therapists; Diagnostic Medical Sonographers; and Food Cooking Machine Operators and Tenders* are the fastest growing **Next** occupations.

LATER jobs typically require a bachelor's degree or higher. For **Later** occupations, *General and Operations Managers; Registered Nurses; and Accountants and Auditors* are projected to have the most openings. *Nurse Practitioners; Medical and Health Services Managers; and Personal Financial Advisors* are the fastest growing **Later** occupations.

St. Louis Region Fastest Growing Occupations



SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032

NOTE: OCCUPATIONS WITH ANNUAL TOTAL OPENINGS OF LESS THAN 50 ARE OMITTED

★ DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ST. LOUIS REGION

ST. LOUIS REGION LONG-TERM OCCUPATIONAL PROJECTIONS BY TOP OPENINGS

OCCUPATION TITLE	2022 Estimated Employment	2032 Projected Employment	Annual Growth Openings	Annual Exits	Annual Transfers	Annual Total Openings	Median Wages
NOW OCCUPATIONS							
Home Health and Personal Care Aides ★	38,516	44,550	603	3,323	2,771	6,697	\$24,960
Stockers and Order Fillers	22,142	25,266	312	1,475	2,321	4,108	\$37,044
Cashiers	20,913	20,036	-88	1,969	1,984	3,865	\$29,827
Retail Salespersons ★	23,018	22,821	-20	1,504	1,814	3,298	\$31,854
Waiters and Waitresses ★	14,855	15,167	31	1,291	1,814	3,136	\$35,447
NEXT OCCUPATIONS							
Cooks, Restaurant	11,891	14,974	308	916	1,095	2,319	\$35,317
Nursing Assistants	10,652	12,219	157	724	895	1,776	\$37,743
Heavy and Tractor-Trailer Truck Drivers ★	14,026	14,877	85	654	847	1,586	\$52,704
First-Line Supervisors of Food Preparation and Serving Workers	8,226	8,944	72	432	822	1,326	\$36,901
Maintenance and Repair Workers, General ★	11,111	12,206	110	514	532	1,156	\$48,357
LATER OCCUPATIONS							
General and Operations Managers ★	37,165	38,746	158	945	2,039	3,142	\$82,950
Registered Nurses ★	33,599	41,435	784	1,246	772	2,802	\$81,238
Accountants and Auditors ★	12,245	12,680	44	385	564	993	\$77,654
Software Developers ★	10,842	12,957	212	204	426	842	\$109,318
Project Management Specialists ★	9,547	10,069	52	224	452	728	\$67,061

SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032



DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated from May 1, 2024 to April 30, 2025 by Lightcast™ for the St. Louis Region, jobs like *Registered Nurses*; *Retail Salespersons*; and *Heavy and Tractor-Trailer Truck Drivers* had a high number of job postings in the region.

OCCUPATION TITLE	ONLINE JOB POSTINGS
NOW OCCUPATIONS	
Retail Salespersons	7,100
Customer Service Representatives	4,710
Laborers and Freight, Stock, and Material Movers, Hand	2,890
Janitors and Cleaners	2,810
Home Health and Personal Care Aides	2,550
NEXT OCCUPATIONS	
Heavy and Tractor-Trailer Truck Drivers	5,180
First-Line Supervisors of Retail Sales Workers	5,090
Sales Representatives, Wholesale and Manufacturing	3,900
Maintenance and Repair Workers, General	3,700
Licensed Practical and Licensed Vocational Nurses	3,110
LATER OCCUPATIONS	
Registered Nurses	21,170
Software Developers	3,930
Computer Occupations, All Other	3,260
Medical and Health Services Managers	3,150
General and Operations Managers	2,790

SOURCE: LIGHTCAST™, ONLINE JOB ADS FROM MAY 1, 2024 - APRIL 30, 2025

2025 ECONOMIC REPORT

WEST CENTRAL REGION



The West Central Region is comprised of 13 counties in the west central part of Missouri. This region is home to cities including Warrensburg, Sedalia, Lexington, Clinton, and Nevada.

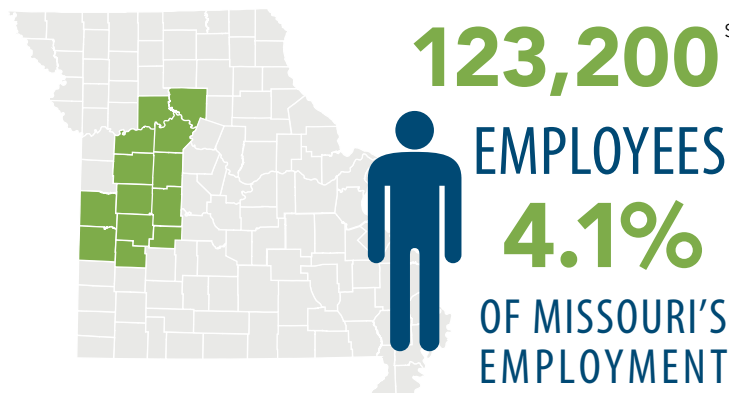
The West Central Region workforce has more than 123,200 employees in 2024, making up 4.1 percent of Missouri's employment. In 2024, 51.0 percent of the workforce was female and 49.0 percent was male, while the Missouri average was 50.1 percent female and 49.9 percent male workers in the workforce. The regional average unemployment rate for 2024 was 3.8 percent, compared to 3.7 percent for Missouri and 4.0 percent for the nation.

The workforce is getting older in the West Central Region, a trend continuing throughout Missouri and the U.S. In 2024, 24.7 percent of the workforce was age 55 or older, up from 22 percent a decade earlier. It was 23.5 percent for Missouri and 24.1 percent for the nation.

For the region, 8.8 percent of the workforce was non-white and 6.3 percent was Hispanic or Latino. This compares to the state averages of 18.1 percent non-white and 5.1 percent Hispanic or Latino.

In the West Central Region, 5.5 percent of the population (ages 18 to 64) speaks a language other than English at home. By comparison, Missouri was at 7.4 percent and the U.S. was at 23.8 percent.

The West Central Region has a higher percentage of the population with a disability compared to the state and the nation. For the West Central Region, 16.0 percent of the population had a disability compared to 12.6 percent in Missouri and 10.7 percent in the U.S.



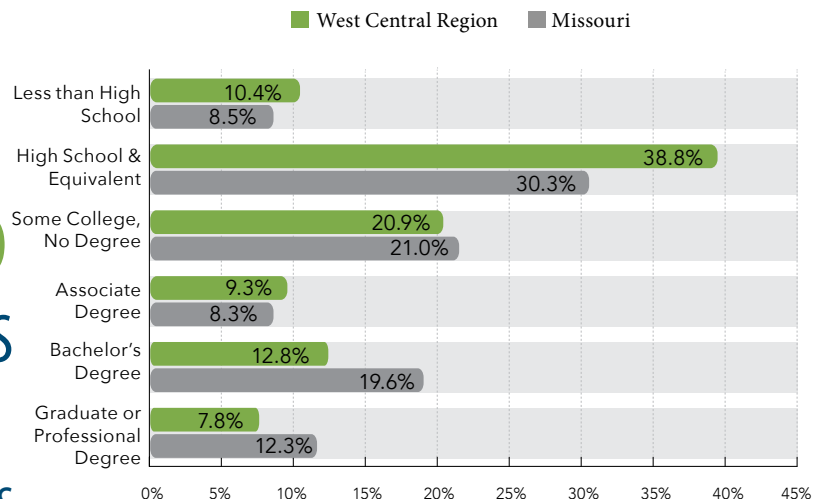
Workforce Demographics

	West Central Region	Missouri	United States
Average Monthly Employment in 2024	123,274	3,016,886	161,346,000
Average Unemployment Rate in 2024	3.8%	3.7%	4.0%
Male	49.0%	49.9%	51.2%
Female	51.0%	50.1%	48.8%
Non-White	8.8%	18.1%	24.9%
Hispanic or Latino	6.3%	5.1%	18.3%
Ages 55 and Older	24.7%	23.5%	24.1%
With Disabilities (Ages 18-64)	16.0%	12.6%	10.7%
Below Poverty Levels (Ages 18-64)	14.3%	12.1%	11.6%
Language other than English (Ages 18-64)	5.5%	7.4%	23.8%
Education of Associate Degree or Higher (25 years & Older)	29.9%	40.2%	43.8%
Veterans (Age 18-64)	6.7%	4.7%	4.2%

SOURCE: QWI 2024 Q1; PRIVATE OWNERSHIP. CENSUS 2023 ACS 5 YEARS DATA, LAUS 2024 DATA

Educational attainment rates for the West Central Region are lower than those of the state for bachelor's or advanced degrees. Thirty percent of the region's population age 25 and older, has an associate, bachelor's, or advanced degree compared to 40.2 percent for the state, and 43.8 percent for the nation. About 10.4 percent of the region's population age 25 and older has less than high school education.

Educational Attainment



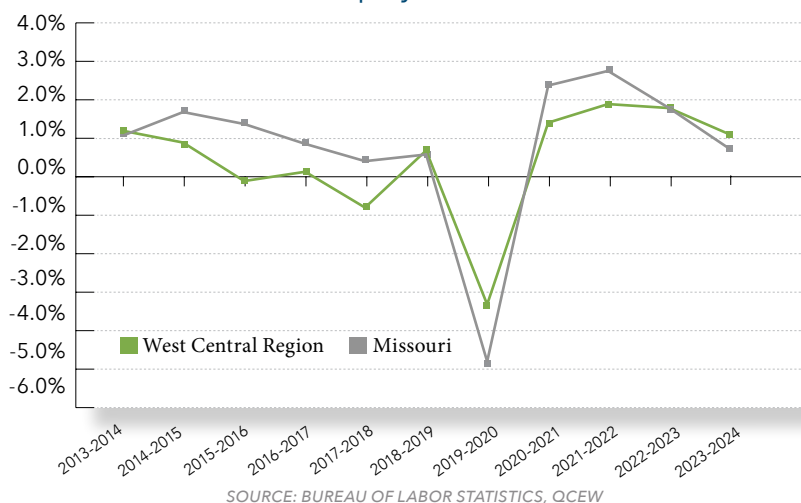
SOURCE: U.S. CENSUS BUREAU, ACS 2023 5 YEAR ESTIMATES

WEST CENTRAL REGION

INDUSTRY ANALYSIS

The West Central Region averaged over 86,700 jobs in 2024. The region gained 1,021 jobs in 2024, an increase of 1.2 percent. Missouri employment increased by 0.8 percent in 2024. From 2020 to 2024, the West Central Region averaged 1.3 percent compound annual growth for an overall gain of 6.8 percent. During that same period (2020-2024) Missouri's compound annual employment gain was 1.6 percent for an overall gain of 8.3 percent.

West Central Employment Annual Growth Rate



The *Health Care and Social Assistance* industry is the largest employing industry in the region with over 16,700 jobs. *Manufacturing*, *Educational Services*, and *Retail Trade* are the next largest industries in the area, each with employment over 10,000 in 2024.

All industry sectors in West Central Region had employment gains from 2020 to 2024. *Arts, Entertainment, and Recreation* was the fastest growing industry in the region from 2020 to 2024, increasing by a compound annual growth rate of 8 percent.

West Central Region Top Employing Industries

	Employment 2020	Employment 2024	Net Change	2020- 2024 CAGR	2023 Annual Wages
Health Care and Social Assistance	15,827	16,759	932	1.2%	\$48,984
Manufacturing	12,251	13,242	991	1.6%	\$57,528
Educational Services	10,003	11,217	1,214	2.3%	\$40,020
Retail Trade	9,160	10,764	1,604	3.3%	\$36,060
Accommodation and Food Services	6,028	6,904	876	2.8%	\$20,448
Construction	3,641	3,912	271	1.4%	\$53,868
Public Administration	3,778	3,830	52	0.3%	\$36,096
Wholesale Trade	3,066	3,138	72	0.5%	\$65,196
Finance and Insurance	2,358	2,362	4	0.0%	\$67,404
Professional, Scientific, and Technical Services	2,081	2,288	207	1.9%	\$74,988
Transportation and Warehousing	1,943	2,275	332	3.2%	\$47,424
Other Services (except Public Administration)	1,869	2,128	259	2.6%	\$38,136
Administrative and Support and Waste Management and Remediation Services	2,006	2,019	13	0.1%	\$47,532
Agriculture, Forestry, Fishing and Hunting	1,671	1,706	35	0.4%	\$52,656
Arts, Entertainment, and Recreation	817	1,202	385	8.0%	\$27,792
Information	818	1,023	205	4.6%	\$57,684
Real Estate and Rental and Leasing	595	691	96	3.0%	\$35,460
Utilities	615	650	35	1.1%	\$74,400
Management of Companies and Enterprises	238	252	14	1.1%	\$48,504
Mining, Quarrying, and Oil and Gas Extraction	64	72	8	2.4%	\$62,436

SOURCE: LEHD QWI, 2020-2024 QUARTER 2 DATA, LEHD QWI 2023 ANNUAL AVERAGE FOR WAGES.
ALL OWNERSHIP

LOCATION QUOTIENT

To understand the major industries within a region, an analysis of industry concentration or clustering can be useful. The Location Quotient (LQ) describes the concentration of an industry in a geographic region, in relation to the nation, with 1.0 being the national average. Industries with higher than 1.0 LQ indicate a concentration.

The West Central Region has higher concentrations in *Gasoline Stations and Fuel Dealers*, *Animal Production and Aquaculture*, *Primary Metal Manufacturing*, *Food Manufacturing*, *Machinery Manufacturing*, and *Support Activities for Agriculture and Forestry*.



GASOLINE STATIONS AND FUEL DEALERS

2024 West Central Region Location Quotients

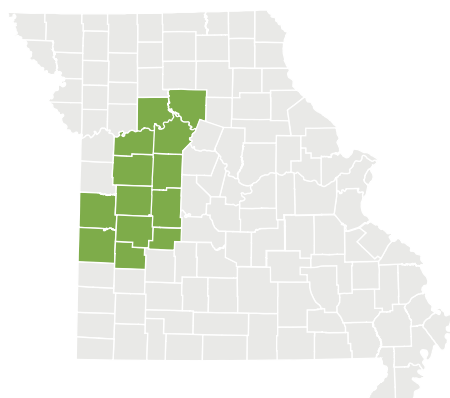
Industry	Employment	Location Quotient
Gasoline Stations and Fuel Dealers	1,816	3.1
Animal Production and Aquaculture	460	3.1
Primary Metal Manufacturing	520	2.5
Food Manufacturing	2,285	2.3
Machinery Manufacturing	1,376	2.2
Support Activities for Agriculture and Forestry	428	2.0
Nursing and Residential Care Facilities	3,512	1.9
Fabricated Metal Product Manufacturing	1,516	1.9
Crop Production	527	1.7
General Merchandise Retailers	2,811	1.5
Merchant Wholesalers, Nondurable Goods	1,884	1.5
Motor Vehicle and Parts Dealers	1,671	1.5
Building Material and Garden Equipment and Supplies Dealers	1,104	1.4
Social Assistance	3,159	1.2

SOURCE: U.S. BUREAU OF LABOR STATISTICS, QUARTERLY CENSUS OF EMPLOYMENT AND WAGES 2024

WEST CENTRAL REGION

Projected growth in industry helps to identify future employment needs for an area.

Projections indicate that the largest industry growth in the West Central Region from 2022-2032 will be in the *General Merchandise Retailers; Ambulatory Health Care Services; Merchant Wholesalers, Nondurable Goods; Total Self Employed and Unpaid Family Workers, All Jobs; Professional, Scientific, and Technical Services; and Local Government, Excluding Education and Hospitals.*



West Central Largest Growth Industries 2022-2032

	Employment 2022	Employment 2032	Change 2022-2032 Numeric	Change 2022-2032 Percent
General Merchandise Retailers	2,961	3,432	471	15.9%
Ambulatory Health Care Services	2,350	2,757	407	17.3%
Merchant Wholesalers, Nondurable Goods	1,790	2,092	302	16.9%
Total Self Employed and Unpaid Family Workers, All Jobs	5,227	5,501	274	5.2%
Professional, Scientific, and Technical Services	1,823	2,029	206	11.3%
Local Government, Excluding Education and Hospitals	5,266	5,472	206	3.9%
Construction of Buildings	730	855	125	17.1%
Machinery Manufacturing	1,566	1,666	100	6.4%
Nursing and Residential Care Facilities	3,657	3,751	94	2.6%
Motor Vehicle and Parts Dealers	1,682	1,767	85	5.1%

SOURCE: MERIC INDUSTRY PROJECTIONS, 2022-2032

PROJECTED GROWTH BY INDUSTRY HELPS TO IDENTIFY FUTURE EMPLOYMENT NEEDS FOR AN AREA.

OCCUPATIONAL PROJECTIONS

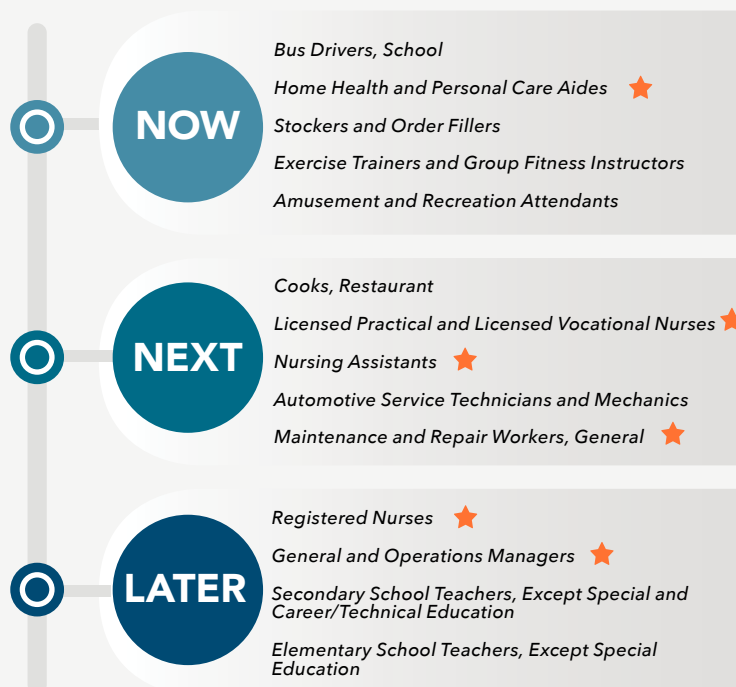
MERIC produces occupational projections that estimates labor demand over a 10-year period. The current projections cycle projected industry and occupation employment from 2022-2032. MERIC categorizes these occupations using its Now-Next-Later method to help job seekers understand the training, education, and experience requirements for various occupations.

NOW jobs typically require short-term on-the-job training, little to no experience, and/or a high school diploma. **Now** occupations with the most projected openings are *Cashiers; Home Health and Personal Care Aides; and Stockers and Order Fillers.* *Bus Drivers, School; Home Health and Personal Care Aides; and Stockers and Order Fillers* are projected to be the fastest growing **Now** occupations over the next decade.

NEXT jobs typically require a non-degree certificate, associate degree, apprenticeship, some experience, or moderate- to long-term training. *Nursing Assistants; Cooks, Restaurant; and Heavy and Tractor-Trailer Truck Drivers* are projected to have the most openings for the **Next** category of occupations. *Cooks, Restaurant; Licensed Practical and Licensed Vocational Nurses; and Nursing Assistants and Technicians* are the fastest growing **Next** occupations.

LATER jobs typically require a bachelor's degree or higher. For **Later** occupations, *General and Operations Managers; Elementary School Teachers, Except Special Education; and Registered Nurses* are projected to have the most openings. *Registered Nurses; General and Operations Managers; and Secondary School Teachers, Except Special and Career/Technical Education* are the fastest growing **Later** occupations.

West Central Region Fastest Growing Occupations



SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032

NOTE: OCCUPATIONS WITH ANNUAL TOTAL OPENINGS OF LESS THAN 50 ARE OMITTED

★ DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

WEST CENTRAL REGION

WEST CENTRAL REGION LONG-TERM OCCUPATIONAL PROJECTIONS BY TOP OPENINGS

OCCUPATION TITLE		2022 Estimated Employment	2032 Projected Employment	Annual Growth Openings	Annual Exits	Annual Transfers	Annual Total Openings	Median Wages
NOW OCCUPATIONS								
Cashiers	★	3,133	2,788	-34	285	287	538	\$27,285
Home Health and Personal Care Aides	★	2,851	3,381	53	249	208	510	\$28,282
Stockers and Order Fillers		1,750	2,027	28	118	185	331	\$33,217
Laborers and Freight, Stock, and Material Movers, Hand	★	1,608	1,643	4	78	132	214	\$34,088
Fast Food and Counter Workers	★	928	937	1	103	110	214	\$27,343
NEXT OCCUPATIONS								
Nursing Assistants	★	1,437	1,538	10	94	116	220	\$32,828
Cooks, Restaurant		891	1,066	18	67	80	165	\$29,913
Heavy and Tractor-Trailer Truck Drivers	★	1,384	1,412	3	63	82	148	\$47,223
Teaching Assistants, Except Postsecondary		1,005	1,007	0	57	60	117	\$29,518
Miscellaneous Assemblers and Fabricators		1,098	1,046	-5	46	68	109	\$35,320
LATER OCCUPATIONS								
General and Operations Managers	★	2,634	2,733	10	67	144	221	\$61,328
Elementary School Teachers, Except Special Education		1,749	1,767	2	59	58	119	\$46,375
Registered Nurses	★	1,574	1,759	18	55	34	107	\$71,889
Secondary School Teachers, Except Special and Career/Technical Education		1,020	1,033	1	30	33	64	\$49,304
Accountants and Auditors		493	515	2	16	23	41	\$58,807

SOURCE: MERIC OCCUPATIONAL PROJECTIONS, 2022-2032

★ DENOTES OCCUPATIONS IN THE TOP TEN ONLINE JOB ADS FOR MAY 2023- APRIL 2024 IN THE REGION AND WITHIN THE NOW-NEXT-LATER CLASSIFICATION

ONLINE JOB POSTINGS

Job postings are an indicator of demand and opportunities in an area and can assist individuals seeking job opportunities in current in-demand occupations. According to information based on online job posting data collected and aggregated from May 1, 2024 to April 30, 2025 by Lightcast™ for the West Central Region, jobs like *Registered Nurses*; *Heavy and Tractor-Trailer Truck Drivers*; and *Retail Salespersons* had a high number of job postings in the region.

OCCUPATION TITLE	ONLINE JOB POSTINGS
NOW OCCUPATIONS	
Retail Salespersons	480
Merchandise Displayers and Window Trimmers	330
Home Health and Personal Care Aides	260
Laborers and Freight, Stock, and Material Movers, Hand	240
Fast Food and Counter Workers	180
NEXT OCCUPATIONS	
Heavy and Tractor-Trailer Truck Drivers	560
First-Line Supervisors of Retail Sales Workers	380
Licensed Practical and Licensed Vocational Nurses	280
Maintenance and Repair Workers, General	210
Food Service Managers	200
LATER OCCUPATIONS	
Registered Nurses	880
Physical Therapists	210
Medical and Health Services Managers	150
General and Operations Managers	120
Occupational Therapists	100

SOURCE: LIGHTCAST™, ONLINE JOB ADS FROM MAY 1, 2024 - APRIL 30, 2025

DATA SOURCES

GROSS DOMESTIC PRODUCT

U.S. Bureau of Economic Analysis.
Annual Gross Domestic Product by State.
Real GDP in chained 2017 dollars.

<https://apps.bea.gov/iTable/?reqid=70&step>

PERSONAL INCOME

U.S. Bureau of Economic Analysis.
Annual Personal Income and Employment by State. Current dollars (not adjusted for inflation).

<https://apps.bea.gov/iTable/?reqid=70&step>

COST OF LIVING

The Council for Community and Economic Research (C2ER).
Cost of Living Index.

<https://www.coli.org/>

CIVILIAN LABOR FORCE

U.S. Dept. of Labor, Bureau of Labor Statistics.
Demographics from the Current Population Survey.

<https://www.bls.gov/cps/demographics.htm>

U.S. Dept. of Labor, Bureau of Labor Statistics.
Local Area Unemployment Statistics.

<https://www.bls.gov/data/#unemployment>

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U.S. Dept. of Labor, Bureau of Labor Statistics.
Local Area Unemployment Statistics.

<https://www.bls.gov/data/#unemployment>

U.S. Dept. of Labor, Bureau of Labor Statistics.
Current Employment Statistics.

<https://www.bls.gov/data/#employment>

MERIC in cooperation with the U.S.
Dept. of Labor, Bureau of Labor Statistics.
Quarterly Census of Employment and Wages, micro-data, 2020-2024.

U.S. Dept. of Labor, Employment
and Training Administration (ETA).
The Workforce Innovation and Opportunity Act of 2014.

<https://www.doleta.gov/wioa/>

WORKFORCE DEMOGRAPHICS

Disability, Poverty Level, Language, Educational Attainment

U.S. Census Bureau.
American Community Survey (ACS) 2023 5-Year Estimates.

<https://data.census.gov/cedsci/>

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U.S. Bureau of Labor Statistics. Local Area Unemployment Statistics.

<https://www.bls.gov/lau/#tables>

Sex, Age, Race, Ethnicity

U.S. Census Bureau. Longitudinal Employer Household Dynamics (LEHD). LED Extraction Tool. 2024 2nd quarter.

<https://ledextract.ces.census.gov/static/data.html>

INDUSTRY ANALYSIS

Missouri Economic Research and Information Center (MERIC)
in cooperation with the U.S. Bureau of Labor Statistics (BLS).
Quarterly Census of Employment and Wages (QCEW).

https://data.bls.gov/cew/apps/data_views/data_views.htm#tab=Tables

LABOR MARKET ANALYSIS

MERIC in cooperation with the U.S. Bureau of Labor Statistics.
Local Area Unemployment Statistics (LAUS).

Data not seasonally adjusted.

<https://meric.mo.gov/data/unemployment>

MERIC in cooperation with Lightcast™
(formerly EMSI Burning Glass Technologies).

Lightcast™

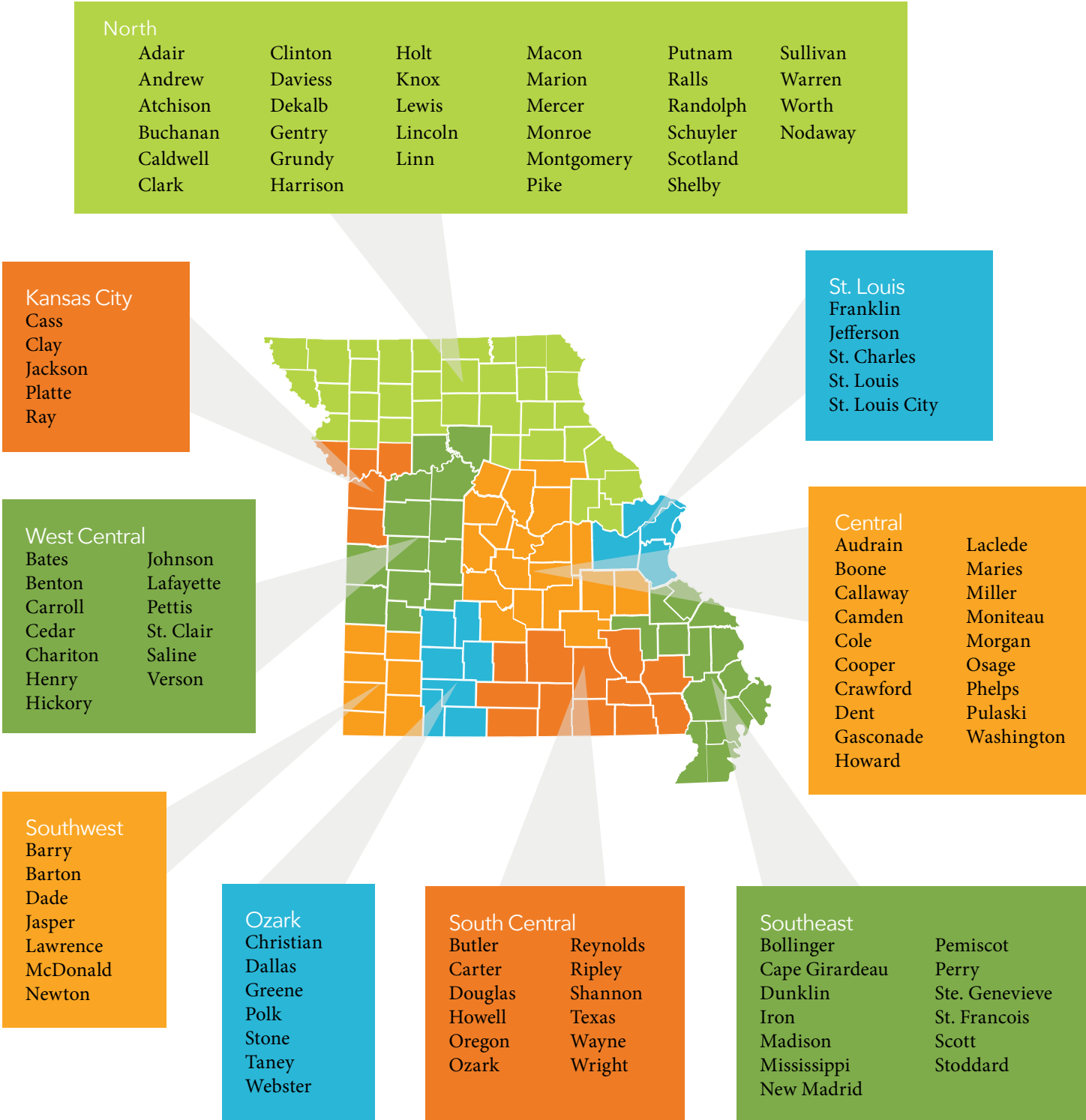
OCCUPATIONAL PROJECTIONS

MERIC in cooperation with the U.S. Dept. of
Labor, Employment and Training Administration.
Occupational Employment Projections.

<https://meric.mo.gov/workforce-research/occupational-projections>

APPENDIX

MISSOURI WORKFORCE DEVELOPMENT REGIONS BY COUNTY





dhewd.mo.gov

